

**REPORT**  
*of*  
**Executive Officers—Executive  
Council—Departments  
and  
Standing Committees**  
*of the*  
**MASSACHUSETTS  
STATE LABOR COUNCIL  
AFL-CIO**



***Eleventh Convention***

***September 4-5-6, 1968***

**BOSTON, MASSACHUSETTS**





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## *Executive Officers' Report*

TO THE OFFICERS AND DELEGATES TO THE ELEVENTH ANNUAL CONVENTION OF THE  
MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO.

### GREETINGS:

As we open this Eleventh Annual Convention in conjunction with our Biennial COPE Endorsement Conference, let us remember that no program for the future can be clearly defined unless it is drafted on the basis of past experience, taking into consideration failures as well as successes—and no program can have any meaning unless it is intended that every effort will be made to implement it fully. We are gathered here to draft a program for the next twelve months and this report of the Executive Officers of your Council can serve only as a reference source and as a guide in your deliberations.

In reviewing the year through which we have just passed, the events present a grim chronology which could easily frighten the hardiest soul away from any attempt to plan for the coming year. Yet, as pointed out in our Call to this Eleventh Convention: "The complex problems which the nation faces today—problems which have intensified to the point of creating confusion, frustrations and at times feelings akin to despair—are problems with which organized labor has been involved from its very inception and from which organized labor can never isolate itself."

We pointed out that slum clearance, equal rights for all and lasting world peace have always been major objectives of the American labor movement—but that in seeking ways and means to achieve these ends, organized labor would not condone "burning, looting and killing;" it would not advocate the changing of the face of segregation from "white power" to "black power;" nor would it relent in its condemnation of those who would seek world peace through "the coddling of draft dodgers or tolerance of those who would retreat under fire and prefer surrender to national honor."

We have been grieved and shocked by some of the major events of 1968. We were merely surprised by some others because of the unexpectancy of their occurrence. The chronology: February 28, withdrawal of Gov. George Romney as a Republican candidate for the Presidency; March 12, Sen. Eugene McCarthy's amazing show of strength in the New Hampshire primary; March 16, the late Sen. Robert F. Kennedy's announcement of his candidacy; March 21, Gov. Nelson Rockefeller's announcement that he would not seek Republican nomination; March 31, President Lyndon B. Johnson's announcement that he would not seek re-election; April 4, the assassination of Dr. Martin Luther King; April 27, Vice President Hubert H. Humphrey makes his decision to seek the nation's highest office; April 30, Gov. Nelson Rockefeller changes his mind and decides to seek the Republican nomination—the same day that a majority of the Republican voters of Massachusetts wrote his name in on their primary ballots; June 6, a hate-filled lunatic pulled the trigger of a .22 caliber revolver and "set the world back on its heels"—the target of his madness, a brilliant political leader and fighter for the minority causes, the late Sen. Robert F. Kennedy.

We point to these particular events, all directly related to the Presidency of the United States, because their occurrence was the result of other events reflecting the fears, the confusion and the uncertainties that has colored the mood of the American people for the past several years. The violence that

occasionally flares up in the ghettos; the marches of demonstrators, some sincere and others deliberately subversive; the slow pace of the government's declared war on poverty; the slow progress in the government's undeclared war in Vietnam; all are making it more and more difficult for the American people to regain some degree of equilibrium.

The basic rights of every American—the right of free assembly, the right of free speech, the right to dissent—all have been over-exploited. Groups use violence to defend these rights for themselves while engaging in violence to deny them to others.

As pointed out by AFL-CIO President George Meany last June to the NAACP Convention:

"To those of us who have worked together for so many years toward the goal of a truly free society, rid at last of poverty, with full and equal opportunity for all, this is a disheartening time. There are some who reject our basic assumptions about America, and they include many who have every reason to know that our assumptions are right. But to be disheartened is not to be a defeatist. This is not a time to give up; it is a time to fight harder."

And this must be the keynote of this Convention. Let us remember that this is not only a Presidential election year—the American people will be called upon to fill one-third of the seats in the United States Senate and every seat in the House of Representatives of the United States Congress. Here in Massachusetts the voters must elect people to fill every seat in the House and in the Senate of the General Court.

As emphasized in our Call to this Convention: "Let's make sure that we do not repeat in 1968 the fiasco at the polls which replaced an active 89th Congress with a stalling 90th in 1966. Let's replace the stallers with true friends of labor in the 91st Congress." This admonition applies also to the Massachusetts General Court. Let's make sure that the men and women we elect to that body are not afraid to stand up when the chips are down.

## On the National Scene

As pointed out above, the 90th Congress has been dragging its feet on major issues ever since it first convened in January of 1967. It adjourned last year with practically nothing accomplished, while urgent and pressing problems continued to increase in intensity. Early in August this year, the 90th Congress closed shop for a month of political conventions, campaigning and vacationing, leaving behind a workload of 40 important bills which President Johnson expects Congress to pass this year, a number of which are essentially important to organized labor—such as vocational education; extension of food stamp program; consumer, conservation and recreation bills; an occupational health and safety measure; and others.

Just before recessing, the Congress did send two bills important to labor to the President for his signature. These were on poultry inspection and gas pipeline safety regulation. Earlier, the AFL-CIO even had occasion to praise Congress for adopting and sending to the President the best single housing bill in history. "It strikes a major blow at one of the worst factors in the urban crisis—deplorable housing," said George Meany.

Deplorable housing, however, is only one of the factors in the urban crisis. Needless unemployment and inadequate schools are other factors that cannot



be brushed aside. Being aware of the dimensions of the problems is not enough. The conditions that have created the urban crisis must be eradicated.

The report of the National Advisory Commission on Civil Disorders was highly praised by the AFL-CIO when it was released earlier in the year. "The report itself is of inestimable value," the AFL-CIO said. "It is a compilation of some measures already in being, though on a small scale; of other measures now before Congress; and of additional proposals which go further."

The proposals in the Commission's report are recommendations suggesting new approaches to the problems, involving jobs, income, education, welfare and housing. The Commission did not attempt to put a price tag on its proposals, conceding only that full implementation would be costly.

Although the housing bill recently enacted by Congress came within range of the Commission's recommendation in this area, it was not expected—barring a loud public outcry—that Congress would be prepared to vote additional programs or funds to ease the urban conditions that cause riots. Yet, the American people have long been aware of the high price we have always paid for inadequate housing, slums and ghetto-living—and they should also be aware that this high cost is being compounded many times over every time major riots occur today.

It would be much better for Congress to heed the words at the conclusion of the Commission's report before pigeonholing its recommendations.

"We have provided an honest beginning," the Commission said. "We have learned much. But we have uncovered no startling truths, no unique insights, no simple solutions. The destruction and bitterness of racial disorder, the harsh polemics of black revolt and white repression have been seen and heard before in this country. It is time now to end the destruction and the violence, not only in the streets of the ghetto, but in the lives of the people."

The Commission did not paint a new picture. It did not flash across the consciousness of America an abstract version of the truth but spelled out in positive answers just what has happened, why it happened, and what must be done about it.

Addressing a Convention of the Amalgamated Meat Cutters and Butcher Workmen of North America, AFL-CIO Secretary-Treasurer William F. Schnitzler spoke of the poor people's march on Washington.

"Make no mistake about it," he said, "their grievances are real. Poverty is real. Hunger is real. There were hundreds of people in the plywood and canvas shanties in Resurrection City, with its ankle-deep mud and primitive plumbing, who were living better and eating better than they do at home. This is an affront to everything we call American, and it is a special challenge to the labor movement, the champion of all the people."

He stressed that we are going to meet that challenge—that we are already moving to meet it through our programs to recruit, prepare and enroll the deprived and through our participation in public and private endeavors to eliminate poverty.

"We are," he added, "going to meet it even more effectively at the polls in November, by electing a liberal Congress and as President the outstanding liberal of this generation . . ."

It all sounds so simple. All we have to do is to go to the polls and elect a liberal Congress and the most outstanding liberal of our time as President.

Let's look around us. Right here in Massachusetts three of our most liberal Congressmen face tough primary fights. And incredible as it may seem today and impossible as it would have been yesterday, a George Wallace of Alabama gathers enough signatures to get his name on the ballot in November.

At this time in the preparation of this report, the Republican National Convention has already been staged. They have chosen their standard-bearer and have unveiled the platform on which they intend to campaign.

Whether anyone of the general public has been able to focus on the "new" Nixon the Republican bigwigs have been attempting to sell, we frankly admit that we have been unable to see the difference. We still see the old Nixon we could never have accepted and certainly could not accept now. You don't have to be too astute to figure out that the old Nixon was something pretty hard to swallow when his own admirers have to make such a concentrated effort to present him as something else. We certainly hope that none of our members—even the youngest ones—will be gullible enough to be taken in by this one.

The old Nixon came into sight back in 1947 when he arrived in Washington as a freshman Congressman proclaiming: "I was elected to smash the labor bosses." In 1968, starting his campaign for the Republican nomination as the so-called "new" Nixon, he chose his words more carefully, talking about "the restoration of the proper balance between the power of management and the power of labor."

In the intervening years, here is part of the Nixon record:

AS CONGRESSMAN: In 1947, even as a freshman, he was chosen to wind up debate in the House in favor of the Taft-Hartley Act. When President Truman vetoed the measure, pointing that it would "contribute neither to industrial peace nor to economic stability and progress." Nixon voted to override the veto.

In 1948, he voted for an amendment to remove an estimated 625,000 persons from Social Security coverage. President Truman vetoed this one also, saying that he would not deprive hundreds of thousands of employees and their families of benefits when "the need for expanding our Social Security system is great." Nixon voted to override the veto.

In 1949, Nixon voted to eliminate public housing from the National Housing Act and in 1950 voted to kill a provision for loans to build cooperative housing for middle income families.

AS SENATOR: When the United Steelworkers were forced to strike because the steel companies refused to accept a decision of the Wage Stabilization Board, Nixon voted for a resolution calling on President Truman to seek a Taft-Hartley injunction against the union.

In 1951 he voted to reduce the number of public housing units from 50,000 to 5,000 a year. The following year, he voted against legislation to bring the number of public housing units back to 45,000.

When the acute shortage of doctors in the United States caused the Senate to consider legislation to provide federal scholarships for medical students and financial assistance to medical schools, Nixon voted against it.

AS VICE PRESIDENT: In this office, he had the most powerful vote in the United States Senate in the event of ties. In 1956, he voted to let states rather than the U.S. Secretary of Labor set wages for Federal highway construction projects—and in 1959 he cast the deciding vote which made the NAM's misnamed "bill of rights" part of the Labor Control Bill.



That is part of the record; that is Richard Nixon, old and new—and any member of organized labor who wants to see him in the White House deserves nothing better.

What about the platform? The Republicans this year did not repeat the mistake they made four years ago when they tailored a platform to fit the record of their standard-bearer. This time they fashioned programs for the nation in all areas, ranging from Vietnam to the urban crisis and the national debt, as described by the AFL-CIO, “couched in terms so general as to allow a liberal to expand on them in one direction, a conservative in another.”

The AFL-CIO presented to the Republican Convention the same platform proposals that are being presented, at this writing, to the forthcoming Democratic Convention. The AFL-CIO proposals are specific in all areas such as the national economy, unemployment, manpower and training policy, tax policy, monetary policy, fair labor standards, automation, air and water pollution, national resources, atomic energy, research and development programs, international trade, balance of payments, maritime problems, railroad problems, civil rights, urban crisis, war on poverty, hunger in America, education, consumer protection, housing and community facilities, rural America, farm labor, rights of women, labor-management relations, U. S. employee relations, foreign economic policy, national defense, selective service, old age disability and health insurance, occupational health and safety, public assistance, medical care and mental health.

After the unveiling of the Republican platform, the AFL-CIO had to point out that it “contains nothing like the detailed proposals urged by Meany to solve the massive problems facing the nation in such areas as poverty and jobs, tax reform, education, civil rights and urban decay.”

However, as pointed out earlier, the Republican platform is couched in such general terms as to enable even a fair-minded individual to translate it as an acceptable document. For instance, no one could possibly object to the pledge that “we will strengthen the social security system and provide automatic cost of living adjustments under the Social Security and the Railroad Retirement Act.” No one could have any objection to the plank that says: “We pledge a unified federal food distribution program, as well as active cooperation with the states and innovative private enterprise, to help provide the hungry poor sufficient food for a balanced diet.”

No one could possibly object to these obviously fair-minded projects. But we have to think—what would actually happen if the men who made these pledges were given the opportunity to go ahead and implement them?

Senator Everett Dirksen of Illinois was chairman of the Republican Platform Committee. On twelve key issues that came before the United States Senate during the first eleven months of the 90th Congress, Senator Dirksen is recorded by the AFL-CIO as voting wrong nine times. One of those nine times was on an amendment that would have reduced benefits under Social Security.

Congressman Gerald R. Ford was permanent chairman of the Convention. On unveiling the platform, he appealed to the voters of America to send more Republicans like him to Congress to assure full implementation of the pledges made in that platform. On twelve key issues which came before the House during the first eleven months of the 90th Congress, Congressman Ford voted wrong every single time. One of the issues was an Agricultural Committee pro-

posals to destroy the Food Stamp program, which helps millions of poor persons to eat better at minimum cost.

Do these Republicans actually think that all American voters are gullible enough to believe that overnight all of them have suddenly become fit to wear the "new" label they've pinned on their outworn standard-bearer?

We have a great responsibility at this Convention and in the few months that remain between now and the November election. We must choose for endorsement and support those candidates on whom we can rely to continue to work for betterment in all areas in which America faces grave problems today. We have the responsibility to make the right choices and to bring to all of our members an intelligent interpretation of the issues and the truth about the candidates who seek their votes.

In completing this section of our report, dealing with the national scene, we would like to stress that this year, more than ever before, every single vote will count. Organized labor must work in unity—not only to regain the liberal seats lost in 1966 but to send to Congress even more liberal voices to assure that an honest effort will be made to solve the real problems we face as a nation.

## **In the State**

The 188th session of the Massachusetts Legislature handled 8,000 separate bills in the shortest sitting since 1964. It prorogued at 3:18 Saturday afternoon, July 20, and was both praised and criticized for its performance. One Boston newspaper praised it for enacting legislation on gun controls, the inland wetlands, wiretapping, fluoridation and the Department of Community Affairs. It criticized it for its failure to act on civil service reform, the sports stadium, witness immunity, reduction of the corporate tax rate and Senate redistricting.

As for its treatment of labor legislation, it can also be both praised and criticized. The Report of our Legislative Department gives a more detailed picture of the treatment given the twenty-five bills we filed for consideration as well as what happened to major anti-labor legislation acted upon.

Here we would like to discuss the action of the Legislature on the most important single bill filed by your Council this year. It was filed as the result of an uncalled-for locking out of some 2,500 employees by the First National Stores for a period of three weeks starting in late November last year, and subsequent denial of unemployment compensation to these workers. On June 12, this bill—called the Lockout Bill—was killed by the House in three roll calls.

We argued then—and we will continue to argue—that by no stretch of the imagination can any worker, who is able, ready and willing to work, be blamed for his idleness when he goes to his job in the morning only to find that his employer has slammed the door in his face. And we contend that the sole purpose of the bill was to spell out clearly a provision that is already in the Employment Security Act, which states that an employee "idled through no fault of his own" is entitled to unemployment benefits.

We will file this bill again next year and we will fight for it until it is enacted because the denial of unemployment benefits to workers who are locked out by their employers is inexcusable—and no legislator who voted against this measure can possibly defend or justify his vote.

In the voting record we have published this year you will find seven House roll calls listed, three of which are the roll calls on the Lockout Bill. Another is the roll call early this year on a right-to-work proposal. We did not include this roll call for the purpose of praising or condemning any legislator. The vote in the House was 210 against it and none for it. We included this roll call to stress emphatically that even those Massachusetts legislators who never favor labor legislation realize that no one in the state want legislation designed to lower the standards of the workers and their families—and as a reminder to the die-hards who still dream that some day they will somehow manage to transform Massachusetts into an open-shop state.

Also in the field of legislation, we wish to remind the delegates that there will be on the November ballot a referendum to amend Article 44 of the State Constitution to untie the hands of the Legislature in the matter of necessary tax reforms. The change would enable the Legislature to consider any graduated income tax legislation and to act freely on any proposal designed to bring about tax reform based on ability to pay. This is explained in the Report of our Committee on Taxation and is the subject of a resolution to be presented to this Convention.

You will find in the Report of our Committee on Community Services details of the action taken by this Council as the result of an all-day conference held February 29, to get legislative action to curb rising hospital and medical costs and the sabotaging of Medicaid in this state.

The need for improved treatment of labor legislation and the fitness of our legislators to deal with pressing problems will necessarily be thoroughly discussed during the course of the COPE Endorsement Conference segment of this Convention. We cannot forget that the task of electing the right men and women to represent us in the Massachusetts General Court is as important as that of changing the complexion of Congress.

### **Miscellaneous Activities**

There are many activities in which the officers of your Council engage during the year apart from the year-round legislative and political activities. Some of these are in relation to important social and civic matters. Most of these activities are touched upon or related in detail in the reports of our Departments and Standing Committees. Occasionally during the year many of our vice presidents are called upon to represent your Council at certain functions or meetings and we are pleased to state here that all of them have carried out these assignments in a manner that is a credit to the trade union movement in Massachusetts.

We have worked closely all year with representatives of the farm workers union to help them achieve full recognition and better working conditions and wages for their members.

We have acted on all recommendations for reappointments and appointments of labor representatives on boards and agencies that deal with labor affairs. In this area, we have submitted names of labor representatives to serve on boards that are to be set up in the reorganization of our public welfare system and we will continue to press for their appointment.

Read all reports that follow in the pages of this book for fuller details of these miscellaneous activities of your Council.

## Conclusion

In closing let us repeat that the election in November will perhaps be the most important of this century—not only for the members of our unions but for all members of the human race who live on American soil. What happens at the polls in November will have repercussions, as never before, throughout the entire world.

So let us at this Convention plan for unity of action during the election campaign—and let us be serious in our deliberations when we select candidates for endorsement and support. Let us remember also that nothing worthwhile is ever won without a fight—and that labor is at its best in any fight when it is united.

We want to thank all of our affiliated local unions and central labor bodies, our department heads and our office staff, for the cooperation they have given us in our efforts to fulfill all obligations in the performance of our duties throughout the entire year.

Respectfully submitted,

SALVATORE CAMELIO, *President*

JAMES P. LOUGHLIN, *Secretary-Treasurer*

DANIEL F. MURRAY, *Executive Vice President*

JOSEPH A. SULLIVAN, *Executive Vice President*



## *Report of Secretary-Treasurer*

To the Officers and Delegates to the Eleventh Annual Convention of the  
Massachusetts State Labor Council, AFL-CIO

### GREETINGS:

Once again, in accordance with Section 3 of Article VI of the Constitution of the Massachusetts State Labor Council, I submit herein a report of the financial condition of our organization during the last fiscal year, which ended on June 30, 1968. In the last pages of this Book you will find the report of our auditors, the firm of Flaherty, Bliss and Company, covering that period.

First I would like to point out to the delegates that Flaherty, Bliss and Company not only have been auditing the books of the Massachusetts State Labor Council since the merger in 1958 but were also retained by the former Massachusetts Federation of Labor to audit their books. So I believe that I would be remiss if I did not acknowledge them here and call to the attention of the delegates assembled here at our Eleventh Annual Convention the excellent job these expert public accountants have been doing for us these many years.

Now let's take a look at their audit for the year 1967-68. All measurements are naturally made by comparison. Last year, for instance, I was able to point out that "because of the .01¢ increase in per capita, restricted to the COPE account, our cash position is somewhat better than the previous period, with a balance in all accounts of \$32,435.76, an increase of \$918.35."

Making the same comparison this year I would have to say that our cash position is still better than the previous period, with a balance in all accounts of \$60,589.37, an increase of \$29,071.96.

Here I must point out, however, that the amount added to the COPE account as a result of the .01¢ increase reflected only a six-month collection in last year's report, that is, from January 1, 1967, when the increase became effective, to June 30, 1967. The .01¢ per capita for COPE during that period had brought in \$15,226.74. During this last fiscal year, from July 1, 1967 to June 30, 1968, the .01¢ increase brought in \$30,042.54. Add to this \$3,414.83 as the net income from the Gompers-Murray Dinner and the \$3,342.22 in voluntary contributions, plus the balance from last year and you arrive at the figure \$40,243.58 listed under "Restricted Cash" in the comments of the Auditors' report.

Such a broad jump in the COPE account, however, cannot be expected in next year's report. This is an election year and the disbursements that will have to be made during the campaign to fulfill the purposes for which COPE money is raised will necessarily be reflected in the reports to the 1969 Convention.

Another item I would like to discuss is the status of our John F. Kennedy Memorial \$1,000 Scholarship Award, established by the Seventh Annual Convention in 1964. It is true that the impact of the assassination of a beloved President less than a year before was still very deeply felt in the minds and hearts of the delegates to that Convention—but we surely cannot have forgotten this impact less than four years after pledging solemnly that we would keep his memory alive with this Scholarship Award as long as the Eternal Flame that marks his grave continues to burn.

In my report to the Convention last year, I pointed out that the balance in this Fund had dropped from \$2,503.95 to \$1,502.95 from June 30, 1966 to



June 30, 1967 and warned that "such a trend could not continue without destroying the Fund."

In the Auditors' Report this year you will note that this balance has dropped still further to \$1,013.59 as of June 30, 1968. It would be a sad day for the prestige of this Council if we were to let ourselves slip into the position of having to announce that the John F. Kennedy Memorial Scholarship has to be cancelled because of lack of funds. I am sure that most of you attending this Convention were among the delegates to our Seventh Convention who voted unanimously to establish this Fund—and I am fairly sure that those of you here who were not at that Convention would have no objection to guaranteeing that the solemn pledge made in 1964 will be carried out to the letter. Let's not kid ourselves. The only way to make sure that this particular Scholarship will be available as long as the memory of John F. Kennedy endures is to increase the amount in the Fund to no less than \$25,000.

So when the question of the John F. Kennedy Memorial \$1,000 Scholarship is placed before you at this Convention, I urge you very strongly to give it serious consideration.

I would like to point out also that several expenditures during the last fiscal year are not perennials, such as the cost of moving to new headquarters and the refurnishing of the new offices, which totalled \$8,117.06. It should also be taken into consideration that rising costs hit the Massachusetts State Labor Council as hard as any other institution or organization, whether these higher costs are reflected in postal rates, the purchase of office supplies or the hiring of facilities to hold conferences, seminars and meetings.

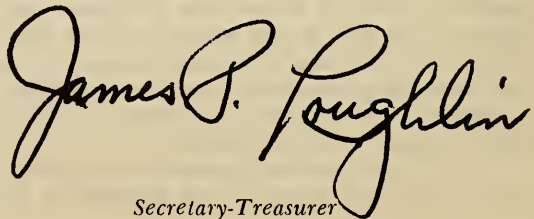
Nevertheless, we can point out with some satisfaction that while our net worth of \$43,789.27 at the end of our previous fiscal year was an increase of \$5,894.27 over the year before, our net worth of \$69,174.04 as of June 30, 1968 is an increase of \$25,384.77 over last year.

Before closing, I must touch on something that is bound to have some effect on our operations and financial status. This is also discussed briefly in the Report of our Committee on Organization and Affiliation. The forced suspension of all UAW locals, as a result of the decision of the Executive Council of the United Automobile Workers to withhold per capita payments, will affect us as well as all State Councils and central labor bodies.

However, we must continue our work and we must remain steadfast in our determination to grow in strength and effectiveness. It is therefore more important than ever before that all unaffiliated AFL-CIO local unions be brought into the fold and that all affiliated locals pay a true per capita.

On this note I conclude with deep appreciation of the trust that was placed in me and with sincere thanks to all who have cooperated with me in my efforts to meet all obligations in the performance of my duties.

Respectively submitted,

A large, stylized handwritten signature in black ink, reading "James P. Loughlin". The signature is written in a cursive, flowing style with large loops and a prominent "J".

Secretary-Treasurer

# DEPARTMENT REPORTS

## REPORT OF THE LEGISLATIVE DEPARTMENT

By: JAMES A. BROYER, *Director*

The Massachusetts State Labor Council filed twenty-five (25) bills this year, ten of which were in the field of Workmen's Compensation and six in the field of Unemployment Compensation. None of these bills called for increases in benefits because of the amendments passed in 1967, which in both cases, in Workmen's Compensation and in Unemployment Compensation, will increase benefits by four dollars (\$4.00) in October of 1968.

Anti-labor forces also filed numerous bills in the fields of Workmen's Compensation and Unemployment Compensation which, if they had passed, would have weakened or destroyed completely many of the rights and benefits workers now enjoy under these laws. We worked against these bills and they were defeated.

### Other Bills

A bill to regulate employment agencies was filed but there was no necessity for this legislation as a law to regulate these agencies was enacted the first Tuesday of January, 1968.

A bill prohibiting the monitoring of employees was passed by the House on a roll call vote but it was ruled unconstitutional by the Attorney General.

Another bill ruled unconstitutional by the Attorney General in a report to the Committee on Commerce and Labor would have required labeling of foreign imports.

A bill designed to eliminate the six hundred (600) hours for trainees was referred to a study committee with the specification that two members of organized labor be appointed to serve on the commission. Executive Vice President Joseph A. Sullivan and COPE Director John A. Callahan were the two labor members appointed.

No action was taken on a bill to make Election Day a legal holiday because the bill had been incorporated into the bill that was enacted to make the celebration of certain holidays on Monday legal.

### Legislation Enacted Into Law

CHAPTER 573: An Act providing coverage for non-professional employees in non-profit institutions under the State Labor Relations Act.

CHAPTER 340: An Act providing that stores or shops employing not more than three persons at any one time—on Sundays and throughout the week—may remain open on Sundays for retail sales of foodstuffs.

CHAPTER 468: An Act protecting the re-employment rights of injured workers under the Workmen's Compensation law.

CHAPTER 24: An Act which fixed the celebrating of certain legal holidays to Mondays.

CHAPTER 576: An Act guaranteeing continued unemployment benefits for disabled persons.

CHAPTER 525: An Act imposing penalties on the Domestic Fishing Industry for labeling inferior fish—such as a turbot caught off Greenland—as genuine halibut.

**CHAPTER 492:** An Act establishing a rate-setting Commission with authority to set the rates to be paid by each governmental unit to providers of health services under the Medical Assistance Programs.

**CHAPTER 445:** An Act extending the period the Commonwealth may provide assistance to railroads to enable them to maintain passenger service to and from Boston.

**CHAPTER 700:** An Act increasing the pension allowance of certain veterans.

**CHAPTER 552:** An Act providing for the payment by the Commonwealth of the sum of One Hundred and Fifty Thousand Dollars (\$150,000) to the Trustees of the New York, New Haven and Hartford Railroad Company for the continuance of passenger service on certain lines from January 1, 1968 through June 30, 1968.

**CHAPTER 758:** An Act allowing the State to pick up seventy-five percent of the cost of the hospital plan for State employees.

The Massachusetts State Labor Council supported Senate No. 1149, which later became House No. 4889, to provide that prevailing wages be paid in the construction of prefabricated materials in the building industry. This bill was pocket-vetoed by the Governor.

Your Legislative Department was successful in defeating seven or eight anti-injunction bills, the one-man guard bill, and numerous other bills in a total of fifty or sixty bills which organized labor had to oppose.

## Conclusion

The year 1968 has been rather extraordinary in the field of legislation, not only at the national level but at all levels of government. Massachusetts fared no better than other states in the urgent demands made upon state governments for increased spending to meet critical situations created by long-standing urban problems. While some of the demands have been somewhat unreasonable, the real problems can no longer be swept under the rug and an aroused people can no longer be kept quiet by insincere promises nor will they tolerate continuous stalling.

I am sure every delegate here is aware that organized labor has always been in the vanguard of any movement to improve the social and economic status not only of union members but of all working people. I am sure you are all aware also that in proposing legislation to realize these improvements, organized labor does not ignore the fact that many of the people's needs can be met only through increased government spending.

Nevertheless, when the need for improvement can no longer be deferred, the ways and means to satisfy that need must be found. If and when necessary reforms are made in our tax structure, and the tax burden is more equitably distributed, it will become much easier for legislators who are friendly to labor to consider all proposed labor legislation solely on its merits.

I would also like to call to the attention of the delegates that newly-elected legislators require a lot of attention. They want to be contacted personally and they would like to be asked or spoken to in regard to our legislation and the legislation we oppose by the members of organized labor from their own districts. They want to hear from their people back home. Make every effort to get your members directly involved in our legislative battles.



I want to thank all of those who have appeared at the State House and who have participated at the hearings on labor legislation.

The Legislative Department also thanks the Executive Officers and the officers of the several central labor bodies for their cooperation and assistance when called upon during the past year.

## REPORT OF DEPARTMENT OF EDUCATION AND RESEARCH

By: FRANCIS E. LAVIGNE, *Director*

The responsibilities and functions of the Department of Education and Research continue to grow. The traditional programs conducted by the Department finds an increasing number of participants, creating manpower and financial problems. A year ago, a resolution amending the constitution to increase the per capita tax thereby making additional funds available to improve the quality of these programs and the initiation of new programs considered then untimely was withdrawn. This year the resolution is again before the Convention. I urge serious consideration on the part of the Committee on Constitution and the delegates to the Convention for its adoption. Rising costs of all of the materials used in education in the labor movement parallel the rising costs of public education. The National Association of Manufacturers, the National Right to Work Committee, the Associated Industries of Massachusetts and the National Chamber of Commerce and its affiliates are forever increasing their budgets for education, "mostly developing anti-labor propaganda and educational materials sent to the colleges and universities and high schools throughout the nation." Labor cannot afford to withdraw or retreat. If we are to maintain the standards which have been developed over the years, we must continue our battle to win the minds of the young.

### *John F. Kennedy Memorial Scholarship*

As I predicted five years ago when the Convention established the John F. Kennedy Memorial Scholarship, top award in our Scholarship Award Program, \$1,000, that local unions would contribute immediately by direct solicitations, but in the long run, contributions would drop off.

1965 .....	\$965.00
1966 .....	\$3,330.00
1967 .....	\$150.00
1968 .....	\$785.00

A resolution will be introduced at this Convention which carries with it a method wherein every member of the AFL-CIO will be a contributor to the John F. Kennedy Memorial Scholarship Fund, as well as to provide for the increased costs of educational programs. In this way, we will meet the obligations and defend organized labor's position in the educational systems throughout the state.



## John F. Kennedy Memorial Scholarship Fund — Donations as of Oct. 1967

10/27/67	Granite Lodge, I. A. of M. & A. W. No. 1451, Rockland	\$10.00
11/1/67	Greater New Bedford and Cape Cod Labor Council	25.00
11/2/67	New Bedford Joint Board, TWUA	25.00
11/6/67	Norwood Printing Pressmen and Assistants' Union No. 35	25.00
11/10/67	USWA Joint Executive Board No. 31, Haverhill	10.00
11/13/67	AFSC & ME Local No. 193, Lynn	20.00
11/15/67	Federal Labor Union No. 23917, Holyoke	20.00
11/15/67	USA Local No. 2530, Worcester	10.00
11/17/67	USWA Local 24, Worcester	25.00
11/17/67	UPP Local No. 355, Fitchburg	25.00
11/20/67	Retail Clerks International Assoc. Local No. 224	50.00
11/21/67	Lowell Typographical Union No. 310, Lowell	25.00
11/29/67	Lawrence Typographical Union No. 51	5.00
11/29/67	ACWA Local No. 309, Fitchburg	25.00
11/30/67	Hotel Service & Waitresses Union No. 277, Boston	50.00
12/04/67	I.U.M.S.W.A. Local No. 90, Quincy	100.00
12/05/67	TWUA Northeastern Mass. Joint Board, Lawrence	20.00
12/06/67	Boston Social Workers Guild No. 509, Boston	25.00
12/07/67	ILGWU Local No. 281, Lowell	10.00
12/07/67	Grafton State Hospital, Local No. 655, North Grafton	10.00
12/08/67	Carpenters Union Local 878, Beverly	25.00
12/15/67	United Furniture Workers of America, No. 154, Gardner	25.00
12/18/67	Springfield Federation of Teachers No. 484, East Longmeadow	10.00
12/19/67	Amal. Meat Cutters, Butchers, Food Store, Seafood and Allied Workers of North America No. 2, Natick	25.00
12/20/67	Greater Lynn Labor Council, Lynn	50.00
12/18/67	International Chemical Workers No. 616, Gloucester	5.00
1/15/68	Boston City Hospital Employees AFSC & ME Local 1489	10.00
1/24/68	Laundry & Dry Cleaning Int'l. Union, No. 246, Salem	10.00
1/29/68	Carpenters Local No. 444, Pittsfield	10.00
2/28/68	Boston Typographical Union Local No. 13	75.00
3/23/68	Amalgamated Meat Cutters, District Union No. 2, Natick	25.00

## Tenth Annual Scholarship Award Program

### Massachusetts State Labor Council, AFL-CIO

The examination was given on April 4, 1968, in 281 high schools with 3,515 students completing the examination.

The following are the winners and the awards which they will receive:

#### FIRST WINNER:

NANCY OSMOND—Braintree High School	
JOHN F. KENNEDY MEMORIAL SCHOLARSHIP	\$1,000.00

#### SECOND WINNER:

Meyer G. Koplow—Lynn English High School	
Massachusetts State Labor Council, AFL-CIO	500.00
North Shore Labor Council, AFL-CIO,	
James J. Cordova Scholarship Award	200.00
Boston Typographical Union No. 13, Boston,	
J. Arthur Moriarty Award	125.00
Lynn Teachers Union Local No. 1037, AFT,	
Lynn English Award	150.00

#### THIRD WINNER:

Karin Ackerson—Braintree High School	
Massachusetts State Labor Council, AFL-CIO	500.00
Norfolk County Labor Council, AFL-CIO	200.00
Boston Typographical Union No. 13, Boston,	
Clarence H. Demar Award	125.00

#### FOURTH WINNER:

Mary T. Martin—St. Mary's High School, Lawrence	
Greater Lawrence-Haverhill Central Labor Council	100.00
Utility Workers Union of America No. 387, Boston,	
Francis A. Kennedy Memorial Award	200.00
William T. Fitzgerald Award	100.00

#### FIFTH WINNER:

Phillip J. Applin—Lynn Classical High School	
Lynn Teachers Union Local No. 1037, AFT,	
Lynn Classical Award	150.00
Hoisting and Portable Engineers No. 4, Boston	100.00
Massachusetts State Association of Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors International Union of America	100.00

#### AREA AWARDS:

Jeanmarie Culkeen—St. Mary's Girls High School, Waltham	
International Laborers Union Local 560, Waltham	
Salvatore Pavone Scholarship Award	500.00
Bruce R. Havumaki—Gardner High School	
North Worcester County Central Labor Council, AFL-CIO	300.00
Roland E. Walker, Jr.—Masconomet Regional High School	
North Shore Labor Council, AFL-CIO	
Rev. Dr. Martin Luther King, Jr. Scholarship Award	200.00
Harold B. Card—Middleboro High School	
Brockton Central Labor Council, AFL-CIO	250.00

Jean Carew—Mater Dei Academy, Brockton Retail Clerks No. 1291, Boston	200.00
Roberta Coan—Silver Lake Regional High School International Brotherhood of Electrical Workers Local No. 1505, Waltham	250.00
Ann Lawlor—Amesbury High School Amesbury Classroom Teachers Association No. 1033 Greater Lawrence-Haverhill Central Labor Council	250.00 100.00
James R. O'Keefe—Boston Latin High School Boston Teachers Union Local No. 66, AFT	100.00
Elizabeth Sheridan—Holyoke Catholic High School Holyoke Central Labor Council, AFL-CIO Bartenders, Hotel, Motel, Cafeteria & Restaurant Employees International Union No. 116—Holyoke Award	100.00 100.00
David Beauregard—Gardner High School United Furniture Workers of America Local 154, Gardner	150.00
Regina Sagan—Chelsea High School Boston Central Labor Council, AFL-CIO, Scholarship	100.00
Wayne Belair—Lawrence High School Lawrence Teachers Union Local 1019, AFT, Scholarship	100.00
Margaret M. McIntyre—Holy Family High School, New Bedford Greater New Bedford & Cape Cod Labor Council, AFL-CIO	250.00
Kathryn Sadoski—Salem Classical High School Salem Teachers Union Local 1258, AFT, Scholarship	200.00
Michael Madden—Marian High School, Framingham Framingham Central Labor Council, AFL-CIO, Scholarship	100.00
Beverly Mann—Chelmsford High School Lowell Central Labor Council, AFL-CIO, Edward C. Eno- John H. Griffith Scholarship	100.00
Catherine Duvarney—Sacred Heart Academy, Worcester Worcester Mass. Labor Council, 1st Award	100.00
Sharon Latka—Sacred Heart Academy, Worcester Worcester Mass. Labor Council, 2nd Award	100.00
Barbara Jean Handley—Holy Cross Academy Distillery, Rectifying, Wine and Allied Workers No. 8, Braintree	200.00
Wanda T. Ziemba—Chicopee High School Bartenders, Hotel, Motel, Cafeteria and Restaurant Employees No. 116—Chicopee Award	100.00
Mary Ann Kane—St. Mary's High School Westfield Central Labor Council, AFL-CIO Bartenders, Hotel, Motel, Cafeteria and Restaurant Employees No. 116—Westfield Award	100.00 100.00
Elizabeth Ann Kelly—Saint Michael's High School Massachusetts State Labor Council	100.00
Johanne Asselin—Northampton High School Northampton Central Labor Council	100.00
Eileen Guerin—Saint Michael's High School Northampton Central Labor Council	100.00
Phillip S. Jamiol—Rindge Technical School South Middlesex Central Labor Council	100.00

Roger Louis Silva—New Bedford High School	
Amalgamated Meat Cutters District Union No. 2, Natick	100.00
Donald W. Lucas—St. Mary's Central Catholic High School	
Amalgamated Meat Cutters District Union No. 2, Natick	100.00
Rickard Parker—Technical High School	
Springfield Central Labor Union (Ind.) J. Raymond Britton-	
John F. Gately Award	250.00
Springfield Teachers Union Local 484, Agnes C. Reavey Award	100.00
Alec Macutkiewicz—Ludlow High School	
Pioneer Valley Central Labor Council, AFL-CIO	250.00

We call to the attention of the delegates to this convention, the additional awards offered by local unions in the Scholarship Award Program.

Salvatore Pavone Scholarship Award	
International Laborers Union Local 560, Waltham .....	\$500.00
James H. Jordan Scholarship Award .....	100.00
John R. Broderick Scholarship Award	
Amalgamated Meat Cutters District Union No. 2, Natick .....	100.00
Distillery, Rectifying, Wine and Allied Workers No. 2, Braintree .....	200.00
United Papermakers and Paperworkers Local 355, Fitchburg .....	50.00
Pioneer Valley Central Labor Council, AFL-CIO (Springfield) .....	250.00
International Brotherhood of Electrical Workers	
Local 1505, Waltham .....	250.00
Rev. Dr. Martin Luther King, Jr. Scholarship Award	
North Shore Labor Council, AFL-CIO .....	200.00

We continue to solicit local unions to join with us in this program, which encourages teachers in the school systems engaging in the teaching of Social Studies to broaden their program to teach labor history and related subjects which will enable students to understand problems involved in labor management relations.



## Harvard Trade Union Fellowship Program

Thirty years ago, Robert J. Watt, a former Secretary-Treasurer and Legislative Agent of the Massachusetts Federation of Labor, discussed with the professors at the Harvard Business School, the idea of training selected leaders of the labor movement in America just as they do selected leaders of business. This discussion brought into being the Harvard Trade Union Program.

Upon his death, the Massachusetts Federation of Labor created to his memory a fellowship. Later, a similar fellowship was established as a memorial dedicated to the efforts of other labor leaders who had seen the necessity of educating trade unionists. The Alumni of the program recognized the worth and offered to the Massachusetts Federation of Labor a third fellowship in appreciation of the opportunities afforded them to acquire such advanced training. Since 1949, the Massachusetts Federation of Labor and the Massachusetts State Labor Council, AFL-CIO, have sent over fifty leaders of organized labor to the program. The record of achievement of those who attended has been outstanding. Joseph P. O'Donnell, currently serving as the Executive Director of the Harvard Trade Union Program, was among the early participants. Many have moved on to become International Officers with their organization.

Since the Advisory Board will not have completed its oral interviews until August 26, 1968, it was impossible to report this year's fellowship recipients. However, they will be brought to the Convention during the Scholarship and Fellowship Awards portion of the Convention program.

## Employment of the Physically Handicapped

The Massachusetts State Labor Council, the Disabled American Veterans, the Massachusetts Division of Employment Security and the President's Commission on the Employment of the Handicapped again joined forces in sponsoring educational programs in our school systems to create interest and concern on the part of the youth of our state to promote the utilizations by industry, government, and commercial business of people afflicted with physical problems. The concern of our Council should be paramount in the minds of all of our members when we realize that over 250,000 industrial accidents are reported in this Commonwealth annually. The effect of the temporary and permanent disfigurement and dismemberment or loss of earning opportunity by those afflicted creates serious problems with individuals not alone physically but mentally as well.

The Council again sponsored the winner of the Annual Essay Contest as a representative to the President's Conference on the Employment of the Handicapped. Miss Mary McEvoy a senior at Barnstable High School was the top award winner and received in addition to the all-expense trip to Washington, D. C., the first prize of \$125. Second prize of \$75 was awarded to Miss Kathleen A. Campbell of Saugus and third prize of \$50 went to Miss Meredith M. Boumil of Dracut. Over 800 high school students participated in the program.

## One-Day Seminars

Continuing the pattern established a year ago, a one-day seminar was conducted in conjunction with the Westfield Central Labor Council for local unions in the Connecticut Valley area at the Shaker Farms Country Club in Westfield, on Saturday, May 18.



Featuring the seminar were discussions on the workmen's compensation law by Attorney Melvin Levine and Attorney Lillian Levine, renowned claimant attorneys for the American Trial Lawyers Association. The afternoon session found the subject of the 1968 elections covered by James P. Loughlin, Secretary-Treasurer of the Massachusetts State Labor Council and Executive Vice-President Daniel F. Murray. At the dinner session Miss Rose Claffey, Vice President of the American Federation of Teachers, discussed "The Labor Movement and the Public Employee." Over 125 representatives of local unions were in attendance.

The second seminar was held at the Rendezvous Restaurant in Methuen on Saturday, May 11, 1968, in conjunction with the Greater Lawrence-Haverhill Central Labor Council for the unions in the Merrimack Valley. President Camelio and Legislative Agent James A. Broyer discussed the problems confronting the State Labor Council in the Massachusetts Legislature. Attorneys Melvin and Lillian Levine discussed workmen's compensation and conducted a question and answer period with participation by all of the delegates. Regional Director Franklin Murphy discussed the organizational departments' function. At the dinner meeting Mayor Daniel Kiley of Lawrence addressed the delegates.

The third seminar was conducted on Sunday, May 19, 1968 at the Holiday Inn, Framingham in conjunction with the Framingham Central Labor Council. Highlight of the conference was a discussion by Attorney Bernard Cohen on the workmen's compensation law and pending legislation and court decisions dealing with industrial accident insurance. The OEO program was explained by William Kemsley of the Labor Relations and Research Center of the University of Massachusetts. President Camelio, Secretary-Treasurer Loughlin, COPE Director Callahan and Executive Vice President Murray discussed problems affecting organized labor. Fifty-eight delegates were in attendance, many of whom were from organizations not previously affiliated with the Framingham Central Labor Council or the Massachusetts State Labor Council. The seminar was conducive to bringing about affiliations for both organizations.

### **Higher Education Assistance Corporation**

As your Director of Education, I have continued to serve on the Board of Directors of the High Education Assistance Corporation, often times referred to as "HELP." The organization has created a Guarantee Fund to insure the commercial banks on student loans and for every \$1.00 that is available in the Guarantee Fund under the law which established it, 120 times that amount can be loaned to students. Thousands of sons and daughters of working people have taken advantage of this method of financing their higher education, and with increasing costs mounting daily, there is a constant necessity to increase the Guarantee Fund.

I shall again call upon all of the local unions across the state, as we have in the past, to take recognition of this need and respond to a solicitation, that we might carry on this worthwhile program.

### **The New England Economic Education Council**

The New England Economic Education Council continues to lend its efforts in broadening the curriculum in our school systems. Economics text books are being introduced into more schools each year, reaching down from the secondary to the elementary grades. The text books relate production and services

to wages and the relationship of wages to the development and growth of our economic system. In such text books, we find the development and growth of the American trade union movement. We continue to provide materials and in turn, are afforded opportunities to discuss the structure and philosophy of the trade union movement with representatives of the Council in our school systems.

## **Educational Centers**

Your Director has continued discussions with representatives of Lowell Technological Institute, Southeastern Massachusetts Technological Institute and the Massachusetts Maritime Academy relative to establishing educational centers for labor. Legislation seeking to establish a pilot project at Lowell Tech was laid aside by the legislature because of the confusion resulting from the sponsorship of the original legislation. It will be renewed in the next session.

Dr. A. Sanford Limouze, President of the Massachusetts Maritime Academy continues his interest and concern in establishing a program at that institution. He has consulted with the maritime trades of the AFL-CIO and with the Legislative Committee on Education with relation to this project. It should be the aim of the Massachusetts State Labor Council, AFL-CIO, to join forces with all other trade unions concerned with the development and growth of the American merchant marine from which such institutions as the Maritime Academy contribute trained manpower to improve the employment opportunities for other American seamen.

It is our hope that the coming year will see the establishment of new centers in these institutions of higher learning.

## **Taxation**

Taxation should develop a meaningful concern of this Convention. The trend in taxation in Massachusetts has been to burden the masses of workers with additional hidden taxes at every turn. A glance at the accompanying chart shows an increase in business taxes in the past year of roughly \$9,000,000, while the taxes on commodities sold which are sales and excise taxes falling heavily on the working man shows an increase of roughly \$30,000,000, not to mention the burden which falls most heavily on the working people not owning a house, which in every city and town have seen fantastic increases in local tax rates.

Indications are that the Legislature in 1969 will have to find additional taxes in excess of \$100,000,000 to meet the commitments of the 1968 Legislature and all of this in the absence of wage increases to state employees. We note too that the democratic controlled Legislature placed on the Governor's desk a bill which would have reduced the corporate tax in Massachusetts from 7½% to 7%. If the Governor had not vetoed this bill, the burden for these several million dollars would have burdened the working people to an even greater degree.

## Workmen's Compensation Premium, Indemnity and Medical Analysis—1954-1965

Period	Total Payrolls	Total Premiums Paid to Insurance Cos.	Total Indemnifications Paid Out	Premium Per Cent of Indemnifications	Total Medical Payments	Premium Per Cent of Medical Payments	Total Percentage of Indemnification plus Medical Payments
7/1/54-6/30/55	\$4,376,327,556	\$66,612,121	\$24,269,929	36%	\$10,438,649	15%	51%
7/1/55-6/30/56	4,697,503,080	70,944,327	25,051,976	35%	11,593,325	16%	51%
7/1/56-6/30/57	4,825,007,771	70,983,662	25,687,619	36.1%	12,070,757	17%	53.1%
7/1/57-6/30/58	5,254,632,036	68,139,609	25,504,626	37.4%	12,049,100	17.6%	55%
7/1/58-6/30/59	5,837,467,969	71,664,091	28,525,238	39.8%	13,568,705	18.8%	58.6%
7/1/59-6/30/60	6,156,665,539	80,154,806	31,710,702	39.5%	14,419,137	17.8%	57.3%
7/1/60-6/30/61	6,389,022,055	83,182,378	33,930,990	40.7%	15,141,716	18.2%	58.9%
7/1/61-6/30/62	6,770,430,225	89,645,308	36,997,735	41.2%	15,861,443	17.6%	58.8%
7/1/62-6/30/63	6,905,898,749	94,509,283	36,573,610	38.7%	16,073,104	17.01%	55.71%
7/1/63-6/30/64	7,463,949,611	108,693,641	39,679,783	36.5%	17,141,801	15.7%	52.2%
7/1/64-6/30/65	7,791,011,694	109,713,210	40,237,450	38.4%	17,817,535	16.2%	54.6%



## COPE DEPARTMENT REPORT

By: JOHN A. CALLAHAN, *Director*

Every two years we face the task of selecting for endorsement and support those candidates for public office who, we believe, will best serve the interests not only of our own members but of all working people. Experience over the years has taught us much and we have been fortunate in recent years in making right choices. We have occasionally made wrong choices—and I suspect it could happen again—but all in all I think we have an excellent average in our selection of who should represent us in the law-making bodies of our democracy, whether at the municipal, state or national level.

I am certain all the members of our affiliated unions are very much aware of the importance of this work and that they fully realize that COPE activity is actually the forerunner to success or failure in labor's legislative battles.

I do not have to stress that the year 1968 is somewhat out of the ordinary in the area of politics. There may have been other years in American political history when the fate of the nation hanged in the balance of the people's choice at the polls—the years immediately preceding the Civil War, the years preceding America's involvement in any of the major foreign wars, or the years when democracy itself was jeopardized by a prolonged economic collapse. But never in the entire course of our history has so much attention been focussed on the need for drastic action to improve and update the conduct and management of our domestic and foreign affairs.

Every thinking American today is genuinely concerned about the future of our democratic way of life. With the great technological advances made in our mass communications media, it is impossible today for any major political candidate to avoid complete public exposure. In one single telecast, millions of Americans sitting in their living rooms can see seasoned politicians searching for logical and convincing answers to serious questions asked of them by intelligent and educated audiences. The old ward bosses are as obsolete as dinosaurs. The top candidates cannot be sold through middlemen. They must sell themselves to the electorate by convincing the majority of the voters that they have the qualifications for the offices they seek.

There are still the other candidates, of course,—the men and women bidding for seats in the General Courts and City Councils, who are not yet as brutally exposed to public scrutiny. Many of them are still able to conceal their true makeup in terms of qualifications to serve in the best interest of the general public. It is in this area that organized labor must concentrate its major efforts—for any majority or coalition able to shift the voting toward reaction in a State Legislature can hold back progress in social and economic development in a Commonwealth even when federal laws and national policies are geared to advancement.

That is why it is essential for your COPE Department to be equipped for constant contact with all members under its jurisdiction. That is why your COPE Department here in Massachusetts initiated a program last year to establish closer contact with individual members and their families in order to expedite the dissemination of material containing information on the qualifications of candidates and on the importance or urgency of particular issues.

The program, simply defined, calls for the compilation of a master list containing the names and addresses of all AFL-CIO members in Massachusetts

who are eligible to vote and the breaking down of this master list into sectional lists based on senatorial and representative districts to be used by the various central labor bodies throughout Massachusetts. It is obvious that these lists will establish a more rapid and efficient means of direct communication with all of our members.

To launch the program I sent requests for the names and addresses of their members in Massachusetts to some thirty international unions. I explained the purpose of the request and stressed the importance of their cooperation. The response was gratifying enough but some internationals hesitated and others pleaded exemption on the basis of internal policies or constitutional restrictions. However, I must once again stress the importance of this program and emphasize that its ultimate success depends entirely on the full cooperation of all international unions.

I can only repeat what I have already told the officers of international unions—that all lists sent us will be held in strict confidence and that they will be used solely to promote greater efficiency in our political education endeavors.

To date we have compiled and broken down more than 78,000 names and addresses and sectional lists have been sent to central labor bodies. It should be easy to see that we are in a position to reach more of our members directly today than we were two years ago. It should also be obvious to all that the need for this program has been greatly enhanced this year by events which have thrown the entire political arena into confusion. This is a continuing program and we hope eventually to achieve the 100% mark with a master list of the names and addresses of all AFL-CIO members in Massachusetts.

To round out this report, I want to thank everyone who helped—either in the preparation or through participation—in making our Samuel Gompers-Philip Murray Memorial Dinner this year a success. The Dinner was held at the Statler-Hilton Hotel in Boston on Saturday, May 25. United States Representative James A. Burke of the Eleventh Congressional District was our principal speaker and he made it clear in his talk that we cannot expect to move in the right direction without clear majorities of liberal and far-sighted men and women in both branches of the Congress.

State Senate President Maurice A. Donahue, a long-time friend of labor, was also a speaker at the Dinner. His address on the stewardship of the leader of the Democratic Senate and on the passage of liberal and progressive legislation by this august body was well received by his listeners.

The interest of our members in COPE policies and programs was attested to by the fact that the largest registration of delegates to an area conference was on April 23, 1968 at the Statler-Hilton Hotel. The stirring remarks of AFL-CIO COPE Director Al Barkan and other speakers and the film presentation shown, made for a most instructive and important conference. Conferees who attended have since then expressed their willingness to participate more actively in the forthcoming campaigns. This is an indication of the recognition by our members of the necessity of positive political action for the protection of labor's rights.

I have participated in all of the regional conferences throughout the state to keep our affiliates informed on the political policy of COPE and on proposed programs for the future.



Recognizing the disastrous effects of the Congressional election of 1966, I have inaugurated a program of meeting periodically with the Massachusetts Congressmen who are favorable to labor. With cooperation received from National COPE, labor leaders in the respective Congressional Districts have been invited to participate in these meetings with the Congressmen—and I am sure the progressive and liberal members of the Massachusetts delegation to our National Congress will be returned to office by the electorate in November.

In closing I want to stress emphatically that politics in America this year are a little out of the ordinary and that we will have to do some sober thinking in our deliberations at this Convention and COPE Endorsement Conference. The election in November will be a turning point in American history and the direction we take can lead either to a strengthened democratic trend throughout the world or to the edge of disaster. In organized labor, we must at least pull together. Delegates to this Convention must remind their people that the final date for registration this year is October 5.

My sincere thanks to the officers of the Council, to all central labor bodies and local unions, to the Directors of the respective Departments, and to the office staff of the Massachusetts State Labor Council for their cooperation throughout the past year.

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## REPORT OF THE DEPARTMENT OF PUBLICATIONS AND PUBLIC RELATIONS

By: GERARD KABLE, *Director*

You often run into people who ask you what public relations is all about. Actually, the term is general and has to be defined in accordance with certain specifics. It is the same as the word "engineer." There are civil engineers, mechanical engineers, electrical engineers, railroad engineers, etc. All are engineers but each has been trained in certain distinct and separate specifics.

Public relations as a general term can be applied to everyone. From the cradle to the grave everyone is engaged in public relations. The infant in its crib, waving its tiny arms and legs and beaming its best smile at you, is trying to attract your attention and tell you something. The old man, with a foot dangling over the abyss, reminisces in a boastful vein in an effort to convince you that he played a major role in shaping the world you live in.

However, when you reduce the term to a specific, as in doing public relations for a labor organization, you are on more solid ground and the problems can be isolated and analysed.

If you were asked to do public relations work for a big corporation with a good reputation, a universally known brand name, an excellent product and a lot of money, you wouldn't face too many problems if you were equipped with the basic qualifications—imagination, initiative, confidence and enough mastery of the language to differentiate between a conjunction and a preposition.

On the other hand, if you were asked to do public relations work for a public figure whose image has been almost hopelessly damaged by the darts of his enemies, by unrestrained adverse propaganda or by uncontrollable events and circumstances, you would be faced with difficult problems. To the basic

qualifications listed above you would have to add patience, a knack for taking abuse with a shrug, and the ability to write fiery and convincing prose.

Now if you are asked to do public relations work for a labor organization, your problems are of an entirely different nature. Although labor has the most essential product in the world to sell—skill without which no other product is possible—labor's image is constantly under attack by its enemies and efforts to disfigure it completely never wane. For labor's public relations personnel, the major problem is to get labor's real story across to the general public.

It still holds true that when a union becomes engaged in a major labor-management dispute it would be too much to expect labor's side to get equal treatment in the regular news media. The same applies when labor becomes involved in some controversial social or legislative issue. I say "it would be too much to expect" but I should add that it would also be foolish to expect it. As foolish as it would be to expect the labor press to play up the management's side in a labor dispute or the opponent's views in a legislative battle.

This takes us back to old cliches. Our most direct path to the general public is through our own membership. Strong emphasis must be placed on the labor press. But every other means of communication must be utilized to the fullest—getting more members to attend union meetings, planning conferences and institutes, the regular issuance of bulletins, etc. If every one of our members is made fully aware of what it's all about, then labor's views are bound to reach the general public, through the members of his family, his friends and neighbors.

And here it should be stressed that many union members today are badly in need of being taught a little more about the trade union movement and its aims. As pointed out by Gus Tyler, assistant president of ILGWU, in an address to the ILPA Convention last year, we have a large number of younger members grown up from the baby boom of the 1940's and early 50's, "who know not of the past and therefore have to be initiated into the union."

"Now," said Tyler, "I am fully aware of the fact that the new union member is far less interested in what granddaddy did in the union than he is in what can the union do for me today and tomorrow. I know that. This is not only true in unions, it is true in all civilizations. Nevertheless, if the trade union movement is to be a movement with a tradition, somebody must take the responsibility for keeping alive the history of the organization as a vital tradition.

"Can you imagine Christianity living in the world without telling the story of a man who lived 1,967 years ago? Or can you imagine an American educational system that does not discuss the American Revolution, the Declaration of Independence, the Bill of Rights and the Emancipation Proclamation?"

It should be as difficult to imagine an American trade union movement whose members know nothing of their organization's early battles to win recognition and decent working conditions and to whom such names as Terance V. Powderly, Peter McGuire, Eugene V. Debs, Samuel Gompers, William Green, John L. Lewis, Sydney Hillman and Philip Murray mean nothing.

In this fast-moving and constantly changing era—in which something demanding immediate attention and concentration seems to happen before you have had time to digest the most recent attention-grasping event—the task of shaking members out of their inertia with full information on the past history

of their organization as well as its current status and objectives appears to fall in the category of the impossible dream. Yet it is essential that our entire membership be fully informed if we expect to exert any influence on the general public.

I want to say in concluding this necessarily short report that every department in the offices at 6 Beacon Street and every officer of the Council is constantly engaged in public relations work. You cannot think of the annual Scholarship program conducted by our Department of Education and Research without realizing its far-reaching effect on the public mind. Our COPE Department is concerned not only with getting union members to realize the importance of their respective votes but also in getting all eligible citizens to register and to vote intelligently. Every time our Legislative Department engages in a battle to get an important labor bill enacted, the opposition sees to it that stories and editorials in the regular daily press draws the attention of the general public to the fact that labor is doing something to make life better for everyone. And when the president, the secretary-treasurer or the vice presidents of the Council accept invitations to speak at non-union functions, they are carrying labor's message to various segments of the general public.

Everyone must work at it. In his address to the ILPA Convention last year, Gus Tyler also implied that a trade union must have a larger function than mere collective bargaining. He called it a "societal function as a social force."

"It seems to me," he said, "if the trade union is to fulfill this second and larger function, it has to have a voice that educates itself—the leadership and the membership—that gives constant and reiterated expression to the broader purposes of the trade unions.

"There are moments when this second function is more important than the first. Normally, the first is most important because it means survival. But there are times when if the separate trade unions, organized together as a labor movement, neglect their broader social and political function, they can be totally destroyed as trade unions. And I suspect in the year 1968, the American labor movement is confronting that kind of a crisis—a time when a failure to perform politically may jeopardize the strength and much of the existence of the American trade unions in the future."

If you have read this far—not only this report but the newspapers in the past year—think about it.

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## DEVELOPMENTS IN THE LABOR LAW FIELD DURING THE PAST YEAR

By: ROBERT M. SEGAL

*Counsel of Mass. State Labor Council, AFL-CIO*

### 1. Introduction

Although decisions by the U. S. Supreme Court and the N.L.R.B. continue to dominate the labor field, there were several decisions in Mass. in the state courts as well as some lesser developments in the Legislature in this area. The U. S. Supreme Court dealt with such important matters as work preservation clauses (*National Woodwork Manufacturers Ass'n v. NLRB*, 386 U.S. 612 and *Houston Insulation Contractors Ass'n v. NLRB*, 386 U.S. 664), the right of unions to impose fines (*NLRB v. Allis Chalmers*, 388 U.S. 175), unfair labor practices (*NLRB v. Great Dane Trailers Inc.*, 338 U.S. 26), the Board's power to construe labor contracts (*NLRB v. C & C Plywood*, 385 U.S. 421 and *NLRB v. Acme Industrial Co.*, 385 U.S. 432) and preemption (*Vaca v. Sipes*, 386 U.S. 171). On a state level, the Supreme Judicial Court of Massachusetts dealt with: (1) non-profit institutions, and (2) bargaining units under the collective bargaining statute for municipal employees. On the state legislative front, benefits were increased in workmen's and unemployment compensation, the state and municipal employees' collective bargaining laws were amended and the employment agency and other labor laws were clarified.

### 2. Mass. Labor Legislation

Labor legislation on a state level during the past year went through a comparatively quiet period with few major substantive measures enacted. The weak employment agency bill passed in 1966 was strengthened in the closing hours of the 1967 Legislature by Chapter 896 of the Acts of 1967; this act, patterned after the N.Y. and California laws, sets maximum fees for employment agencies by statute and prevents agencies from collecting from both the employer and the applicant; it also prevents the applicant from receiving less than the minimum wages or the applicable collective bargaining agreement rates. Although there are still several sections of the law which should be strengthened, the 1967 amendments improve the long-overdue law in Massachusetts.

The Employment Security Law was amended so that weekly benefits were increased by seven dollars (\$7.00) per week or 14 per cent in two steps, from \$50 to \$54 effective November 12, 1967 and from \$54 to \$57 on October 13, 1968. At the same time, the base earnings required for eligibility for benefits were increased by 28 per cent, from \$700 to \$800, to become effective on November 12, 1967 and to \$900 on February 14, 1968. The amount earned in new employment, subsequent to unemployment caused by a labor dispute in order for a person to be eligible for unemployment compensation was increased to \$800. A better approach to the problem of weekly benefits was adopted in Connecticut which, similar to several other states, allows a variable maximum based on the average weekly wages of industry. A special recess commission was set up to study labor's long-overdue proposal to provide unemployment compensation benefits for persons out of work as a result of a labor dispute, similar to the New York and Connecticut laws. Another special commission was voted for an overall study of the employment security system.



The workmen's compensation law was also amended to increase benefits by seven dollars in two steps—from \$58 to \$62 on November 12, 1967 and to \$65 on October 13, 1968. These maximum benefits apply to partial as well as total and permanent disabilities but still are below the two-thirds wage concept espoused by labor.

The basic collective bargaining law for municipal employees (Chapter 763 of the Acts of 1965) was amended in three respects: (1) to limit written collective bargaining contracts in the municipal field to a maximum of three years, (2) to allow the designation of a common representative for school committees to deal with a superintendency union; and (3) provisions for consent elections by the MLRC. It should be noted that in the first fiscal year since the enactment of legislation granting collective bargaining rights to municipal employees, the MLRC received and processed 199 petitions by labor organizations and municipalities seeking elections, along with 13 charges of unfair labor practices involving municipalities; this compares with 90 petitions for elections and 15 unfair labor practice charges in private industry.

The collective bargaining law (Chapter 631 of the Acts of 1964) for state employees was amended by Chapter 774 of the Acts of 1967 to provide in detail for the formation of employee organizations, their recognition, and to allow certain collective bargaining procedures, as well as MLRC elections.

The Commissioner of Labor was again given the power to suspend the labor laws for women and children for two years, and the general labor laws were amended to permit employment of females under 18 years of age in hospitals. An act was passed providing that the Commissioner of Labor and Industries shall set the predetermined wage rates for construction apprentices. A law was finally enacted to protect the safety and minimum standards for migrant workers. The minimum wage law was amended to include a two year statute of limitations for criminal and civil actions. The penalties in the law prohibiting the use of stilts by employees in the construction field were strengthened, and the bidding procedure law was also clarified.

At the same time, the following important labor proposals were not enacted: (1) unemployment compensation benefits for strikers; (2) coverage of non-profit institutions under the MLRC; (3) variable maximum in unemployment compensation; (4) penalties for delayed payments in workmen's compensation; (5) elimination of some of the 18 exemptions from the state minimum wage and hour law; (6) cash sickness; and (7) a state fund for workmen's compensation.

### 3. Decisions by the State Court

The Supreme Judicial Court of Massachusetts has twice during the past year indicated that it had no intention of creating judicial inroads on the *Saint Luke's* doctrine, wherein the operation of a non-profit hospital was held not to be a matter in industry and trade so as to be within the coverage of the Massachusetts Labor Relations Act. In *Memorial Hospital v. Labor Relations Commission*, 967 Mass. Adv. Sheets 165, the Court was faced with what was contended to be a legislative reversal of the *Saint Luke's* decision. In Chapter 576 of the Acts of 1964, Section 3, hospitals were, for the first time, included in the Labor Relations Act's definition of "employer" so as to be subject to the act. The Court noted, however, that the 1964 amendment's inclusion of hospitals within the definition of "employer" was coupled with the express inclu-

sion of hospital nurses within the statutory definition of "employee." The Court concluded that the legislative intent was to limit the extension of the act's coverage to nursing employees to the exclusion of all other hospital employees. In a second case, *Wheaton College v. Labor Relations Commission*, 67 Mass. Adv. Sh. 1071, the Court ruled that the Massachusetts Labor Relations Act did not extend to the joint operation of a college food facility by a non-profit educational institution and a professional food management service.

The continued application of the *Saint Luke's* doctrine when coupled with the recent enactment of legislation granting collective bargaining rights to state (Chapter 774 of Acts of 1967) and municipal employees (Chapter 763 of Acts of 1965) has created the anomalous situation whereby employees of municipal hospitals and educational facilities, long considered the most unprotected employees in the labor movement, have greater collective bargaining rights than similar employees at private hospitals and facilities. This distinction in coverage is, seemingly, based on no apparent or material difference. However, as the Court has often noted in the analogous situation involving charitable immunity from tort liability, any change in the doctrine must emanate from the Legislature rather than from the Court.

In *City Manager of Medford v. Mass Labor Relations Commission*, 67 LRRM 2528 (January 8, 1968), the first reported decision dealing with bargaining units under the municipal collective bargaining statute, the Court ruled:

(1) that the direction of an election is not an appealable order lacking any allegation that the MLRC exceeded its jurisdiction, that there are extraordinary factors or special injury to public due to the conduct of an election; and

(2) that the Commission was correct in including only the fire Chief within the statutory exclusion of executive officers from the bargaining unit in the absence of evidence that the inclusion of other officers in the bargaining unit would have harmful results on discipline or other legitimate interests of the City.

#### 4. Conclusion

The field of labor law continues to be a highly dynamic and fluid one with major changes on a federal level but with increasing problems in a state area. The work of the Counsel during the past year has included the drafting of the 26 bills filed by the State Labor Council, AFL-CIO, in the 1968 Legislature, preparing legal memoranda on legislative and legal matters, appearances at conferences and labor institutes, writing of articles in the labor relations field, and legal opinions to the executive officers of the Council. The activities in this field continue to be varied and comprehensive. Due to the increasing importance and complexities of the labor laws and decisions, labor leaders need to keep abreast of the recent developments in these important areas.

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**STANDING  
COMMITTEE  
REPORTS**

## REPORT OF COMMITTEE ON CIVIL RIGHTS

*Members:* EDWARD McMAHON, *Chairman*; ELDRIDGE BUFFUM, HERMAN GREENBERG, LEO KARESKY, BELLE LINSKY, EDWARD WALL, SAM WASSERMAN, KIM PITTMAN, EDWARD WARD, JEREMIAH HURLEY, HELEN PAGE, JULIUS BERNSTEIN, *Secretary*.

The work of the Committee on Civil Rights lies in such a sensitive area of our current society, that a report cannot be given without reference to the conditions and tensions that influence every step. And it is as a result, that during the past year our Committee found itself involved on many fronts that just a few years ago would not have been considered as coming under the rubric of civil rights. For a few years ago civil rights would have meant pretty much legislating against discrimination and educating against discrimination. Few people grasped and the civil rights movement certainly didn't build its strategy on psychological hangups and on economics, and permanent poverty.

Today, however, the whole question of civil rights is recognized as intertwined with economics, and with permanent poverty, and with a host of other items that compel one to deal with human rather than just civil rights. Today a Committee such as ours ends up touching not only on anti-discrimination, but on the questions of housing—adequate supply and low-income; jobs—with decent salaries and with a future; education—integrated and relevant to our times; welfare, and so on. We end up dealing not only with the problems of black people and of Puerto Ricans and other traditional minority groups, but we end up with the problems of migrant workers and hospital workers and other groups of workers where minorities are heavily represented, with groups of workers having problems in terms of their ability to win treatment with the dignity and decency that should be accorded every human being.

Making the work of our Committee even more sensitive during the past year was the increasing militancy within the Negro community as it looked at the ghetto conditions in which it lives, as against the higher standards in communities surrounding it. This situation gave rise to increased frustrations that more than once appeared ready to boil over.

The atmosphere in which we worked was further complicated by the fact that many white people found it hard to comprehend and appreciate another change taking place as the slogan and belief grew that "black is beautiful." For Negroes who had grown up in a culture where the good guys wore white hats and the black hats were those of the bad guys were in revolt against what they saw as ingrown racism—the symbolism of white as good and pure and black as bad. Thus during the past year our work has been conducted in an atmosphere where we met with a "new Negro," a black man no longer suffering from an inferiority complex because of his color. We were working with a community with a growing pride in itself, a community with a growing race consciousness and with a recognition of its own racial culture and its contribution to America's development.

These were some of the conditions under which our Committee continued its assignment of educating on the race issue within the labor movement, encouraging civil rights activity by the labor movement, promoting legislative responses, informing the community at large about labor's programs and commitment, and working with the community on a variety of issues.



As in the past, we covered a number of trade union summer schools and conventions held in New England with the message of civil and human rights. To a large extent listing them would be repetitive of past reports; but it should be noted that the message on labor and civil rights was carried to a number of groups well beyond our usual contacts. To us this was important because of the frequent tendency of liberal or pro-civil rights groups to take broad sideswipes at the labor movement on the issue of discrimination in employment without reference to the facts.

In this regard, it should be noted that we took part in conferences or institutes of such groups as the YWCA, the Bahai, several Jewish Temples, the Catholic Interracial Councils of Greater Boston, the Mass. Federation of Business and Professional Women's Clubs, the B. U. School of Social Work, a "Sensitivity Conference" of Mass. Department of Employment Security employees on the "problems of minority applicants for employment," as well as a number of other groups.

Our work was also complicated by the fact that most of the time, whatever area we might be dealing with, our activity could not go in a single straight line. It went in many directions. Take the field of housing as an example.

During the year our delegate to the Mass. Committee on Discrimination in Housing was reelected chairman of that group and he presided over work which has resulted in that body being recognized as the most important civil rights group in the state because it brings under its umbrella a greater number of civil rights organizations in the state than does any other body. It was our delegate to MCDH, for example, in his capacity as chairman, who called a major conference immediately after the assassination of Dr. Martin Luther King to plan for community responses. Undoubtedly this helped at least a little in staving off violent response by the black community to the dastardly act.

But we didn't do just organizational work in MCDH and in the Citizens Housing and Planning Association, we also moved in the legislative arena and gathered labor support for the Open Housing bill that was passed by Congress. And on the state level we pushed hard with many other organizations to advance the cause of low-income housing by winning passage of the Mass. Housing Finance Agency bill; and by winning the strengthening of the state's rental assistance program. All the state's Congressmen heard from us on the importance of passing the strongest possible version of the Housing and Urban Development Act of 1968. And they did finally pass a bill that should have long-range significance on housing as a civil rights issue in terms of availability of housing for poor people and in terms of the creation of more job opportunity for minority groups.

And in the City of Boston, a member of our Committee was responsible for the Boston Housing Authority adopting a policy of deliberate integration of more blacks and Puerto Ricans into the largely white work force. More minority groups workers will be recruited so that the balance will be more real in terms of the community make-up and in terms of the Housing Authority population, which is 30% non-white. And special note must be taken right here by our Committee of the cooperative attitude on this issue that was exhibited by our trade union brothers who hold contracts with the BHA.

One further housing item, is the fact that through our Committee trade union expertise in organizing was made available during the year to help

tenants in public housing in Boston organize themselves in connection with their grievances.

On the issue of employment, of jobs, members of our Committee—and other unionists as well—worked on a number of projects. The range of this activity went from taking part in the work of the Advisory Committee on the Apprenticeship Information Center in Boston, to supporting efforts to get the public transportation system of Boston to set up a new line to run directly from the ghetto areas to Route 128 where there is a demand for help for meaningful job openings. We have also actively mobilized support for the Clark and O'Hara bills in Congress to develop millions of new job opportunities, and we aided the United State Youth Council with its conference on the Freedom Budget that was held at Harvard University and featured Bayard Rustin.

Because poverty and civil rights are so intertwined, we were likewise involved in war on poverty efforts. Members of our Committee aided in the sessions of the OEO New England Trade Union Leadership Training Program. We helped set up a Packinghouse Workers New England Conference on Economic Opportunity that resulted in their setting up Economic Opportunity Committees in all their New England locals. We spoke on the issue of race and poverty at an ILGWU meeting in Providence and at a Paperworkers Conference in Waterville, Maine. We were called on to help plan a Boston University Conference on the subject, and we were even asked for our suggestions regarding a program to deal with this issue that Gov. Hoff of Vermont had in mind.

And of course our Committee did all it could to get communications from affiliated locals of the State Labor Council when the Economic Opportunity bill was before Congress and it looked like the reactionaries might carry the day and gut the program by seriously cutting its appropriations.

On this issue the Committee must also pay tribute to one of our members, Kim Pittman, who has done a very fine job of lending his talents as an experienced unionist for organizing a neighborhood committee in part of the ghetto area of Roxbury to handle the grievances of the community. He has also used his talents and experience in a number of other communities along the same lines and has undoubtedly helped to "keep the peace" by giving the aggrieved a chance to get action on their complaints.

Also not to be overlooked is the effort made by some of the State Council's affiliates to aid the Poor People's Campaign. Although some differences did develop over the direction of the campaign, a number of trade union people did go to Washington for the Solidarity Day Demonstration on busses hired by unions in this area.

In re the general issue of civil rights, our Committee joined delegations to see the Governor on some of his appointments to the Mass. Commission Against Discrimination. We also strongly supported the efforts that resulted in doubling the budget of that agency assigned the role of policing the state's anti-discrimination laws. We have been taking part in the current discussions by Mayor White's staff that are looking toward the drafting of a City Contract Compliance code that will encourage more companies to integrate their work forces if they wish to continue to do business with the city. In addition, other governmental bodies that we have worked with during the past year were the Governor's Advisory Committee on Human Rights and Community Relations,

and the Massachusetts Advisory Committee to the U. S. Commission on Civil Rights.

In addition, trade union representatives have served on the Housing, Education and Employment Committees of the Urban Coalition. We aided somewhat in development of the Outreach Program (for minority group apprenticeships) of the Building Trades, and we helped develop civil rights programs for several unions, including most recently the Boston Newspaper Guild.

This report would not be complete if we failed to mention the work of members of our Committee with the Farmworkers. This includes both the migrants in our state and the United Farmworkers Organizing Committee, AFL-CIO. In the case of the migrants in our state, we have supported the defense of their free speech rights against farmers with medieval mentality who have refused entry onto their farms to members of the state's Migrant Education Project. In the case of the UFWOC, we arranged a fund-raising affair in their behalf which was attended by Sen. Ted Kennedy. In addition, we have called the attention of a considerable number of people in this area to the conditions under which the black and Mexican-American farm workers in California must labor. We have worked to acquaint the civil rights movement with the problems of the farm workers and we have sought their support for the boycott of California Grapes. In conjunction with Rev. Nash of the Mass. Council of Churches and Father Rynne of the Archdiocesan Commission on Human Rights, we called together a group to form the Mass. Citizens Committee to Support the Farmworkers. The response has been encouraging because it has been obvious to all that these minority group Americans are truly fighting for human decency and human dignity and human rights.

All the foregoing constitute really just a partial report of our work and of what has gone on about us. As we present this report America is faced with the challenge posed by the Report of the President's Commission on Civil Disorders, the Kerner Commission Report. We offer that document for the consideration of our fellow-unionists as the agenda on which we must be engaged during the coming year for the health and existence of our Nation.

In closing, the Civil Rights Committee wishes to extend thanks for their aid and cooperation to the Officers, Departments and staff of the State Labor Council, as well as to the AFL-CIO Civil Rights Department in Washington. Thanks also to the locals and members who cooperated with our program during the year and responded with alacrity to our requests for action. We wish also to express special thanks and appreciation to our trade union brothers and sisters of the Jewish Labor Committee for the generosity of their National Trade Union Council for Human Rights in making available to our Committee, on a full-time basis, the services of a trade union civil rights specialist to carry on and to direct our work. This act has enabled us to maintain vital lines of communication and cooperation with the civil rights movement and its supporters, and in turn to call on them for support on issues of special concern to organized labor.

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## REPORT OF COMMITTEE ON ORGANIZATION AND AFFILIATION

*Members:* JAMES P. LOUGHLIN, *Chairman*; HAROLD DAOUST, CLIFTON CALDWELL, JOHN CUNNINGHAM, VINCENT DiNUNNO, JOSEPH DUGGAN, ED MULANO, DAVID MCSWEENEY, FREDERICK ROCHFORD, LAWRENCE SULLIVAN, ROY STEVENS, JOHN MITCHELL, JOSEPH McNAMARA, JOHN MORAN, MIKE BOTELHO, FRANKLIN MURPHY, BRADFORD HAMILTON, *Secretary*.

The importance of organizing the unorganized can never be stressed too strongly. Organizers still meet stiff resistance in the industrial segment of the labor force. One of the major difficulties many times is that the propaganda of anti-union elements—particularly in the so-called right-to-work states—has some effect on many of the younger workers. The younger generation has no awareness of the long, arduous road labor traveled to win the higher wages and better working conditions they enjoy today.

In another segment, as pointed out recently by the Director of the AFL-CIO Department of Organization, William L. Kircher, despite the “tremendous effort” made by church and labor groups, powerful lobbying voices, chiefly the American Farm Bureau, succeeded in stalling recognition by the Congress of the 1968 needs of farm workers.

The campaign by church groups and labor was aimed at putting farm workers under the National Labor Relations Act and to secure for them “the same rights to organize unions that most other workers have had for more than 30 years.”

The failure to pass legislation that would give farm workers “some level of first-class economic citizenship,” said Kircher, “is a reflection on Congress.” Farm workers, however, are determined to achieve unionization and their union has been growing steadily through the use of the only weapons at their disposal, the strike and the boycott.

The fastest pace of organizing was achieved in the white collar segment of the labor force. After analysing its compilation of NLRB elections held in 1967, the Bureau of National Affairs declared that “the labor movement could be on the threshold of the breakthrough in organizing white collar workers that it has been seeking for more than a decade.”

The Bureau’s annual compilation showed that the number of elections in white collar units in 1967 had increased by one-third over 1966; the number of union victories had increased by 60 percent; and the number of white collar employees becoming union-represented as a result of these elections had increased by two-thirds. These statistics are confined to white collar workers in private industry, who come under NLRB jurisdiction, and do not include elections held or conducted by state and other agencies among municipal or state employees.

However, the chief concern of the Massachusetts State Labor Council centers on affiliation. It is in this area that the Council must achieve and maintain its greatest strength potential. Fulfilling its constitutional obligation, this Committee met four times during the year. The meetings were held January 9, February 12, March 11 and June 19. A subcommittee named at the first meet-



ing to see that the program under discussion be implemented efficiently met twice in January, on the 17th and on the 29th, and made their report at the second full meeting of the Committee in February.

The emphasis at these meetings was placed on the need for new affiliations and reaffiliations and the members of the Committee put their heads together to engineer ways and means of achieving the highest potential possible. The results of our efforts can be measured by comparing the list of new affiliations and reaffiliations from July 1967 to June 1968, appended to this report, with last year's report. Sixty-four new affiliations and reaffiliations are listed this year against twenty-four last year—and the locals that came in this year represent a total of nearly 10,000 members.

There were ten withdrawals during the same period—six of them because they were dissolved or disbanded—for a loss of 615 members. This would have left our net gain in affiliated membership still at close to ten thousand. Unfortunately, as you all know, the long-standing rift between President George Meany and Vice President Walter Reuther culminated in a forced suspension of all locals of the United Automobile Workers. The impact of this may have been more telling in some other states but it was a severe blow here in Massachusetts. The twelve UAW locals we had to drop meant a cut into our gains of 7,038 members, a serious deflation of the remarkable advance we had made through hard work.

However, we cannot let any setback discourage us or dampen our enthusiasm—and with your continued cooperation this Committee will continue to work for a 100% unionization of Massachusetts working men and women and for a 100% affiliation with the Massachusetts State Labor Council and all central labor bodies in the Commonwealth.

## **New Affiliations and Reaffiliations**

### **July 1967**

Bartenders Local 99, Fall River

Printing Pressmen Local 96, New Bedford (Reaff.)

### **August 1967**

Electrical Workers No. 1267, Waltham

Fire Fighters Local 1011, Haverhill (Reaff.)

UBW Local 8, Boston (Reaff.)

### **September 1967**

Pulp, Sulphite and Paper Mill Workers Local 818, Winchendon

Electrical Workers No. 410, New Bedford

Electrical Workers No. 791, Boston

AFSC & ME Local No. 944, Boston

**October 1967**

AFSC & ME, Local No. 1526, Boston  
AFSC & ME, Local No. 1170, Rutland  
AFSC & ME, Local No. 1134, Boston  
AFSC & ME, Local No. 1631, Boston  
USA Local No. 6830, Milford  
RWDSU Local No. 444, Boston (Reaff.)  
RWDSU Local No. 513, Boston (Reaff.)  
AFSC & ME Local No. 1242, Boston (Reaff.)  
Barbers Local No. 331, Fall River (Reaff.)  
URW Local No. 562, Randolph (Reaff.)

**November 1967**

CWA Local 1302, Boston  
DALU Local No. 24480, Chester (Reaff.)

**December 1967**

USA Local No. 5392, Watertown  
USA Local No. 3770, Winchendon (Reaff.)  
AFSC & ME Local No. 1233, Malden (Reaff.)

**January 1968**

AFSC & ME Local No. 1358, Brookline  
AFSC & ME Local No. 314, Wellesley  
AFSC & ME Local No. 1709, Northbridge  
AFSC & ME Local No. 851, New Bedford  
Pulp, Sulphite and Paper Mill Workers Local 407, Fall River

**February 1968**

AFSC & ME Local No. 692, Norfolk  
AFSC & ME Local No. 1395, Milton  
AFSC & ME Local No. 680, Arlington  
AFSC & ME Local No. 1129, Chicopee  
Electrical Workers Local No. 1502, Ipswich  
Electrical Workers Local No. 1465, Fall River  
Electrical Workers Local No. 476, North Adams  
DALU Local No. 22179, Boston

**March 1968**

Atlantic Fishermen's Union, Boston  
Electrical Workers Local No. 1498, Billerica  
Electrical Workers Local No. 926, Chicopee  
Electrical Workers Local No. 674, Boston  
AFSC & ME Local No. 1596, Springfield  
AFSC & ME Local No. 1382, Boston  
AFSC & ME Local No. 1364, West Springfield

**April 1968**

Int'l. Jewelry Workers Local No. 359, Attleboro  
DALU Local 22547, Malden  
IUE Local 234, Boston  
United Papermakers and Paperworkers Local No. 1061, Westminster  
Compressed Air Workers Local No. 88, Boston (Reaff.)  
AFSC & ME Local No. 364, Peabody

**May 1968**

AFSC & ME Local No. 939, Newburyport  
AFSC & ME Local No. 1701, Somerset  
AFSC & ME Local No. 1703, Burlington  
Barbers Local No. 652, Clinton  
Barbers Local No. 34, Northampton  
IUE Local No. 210, Fitchburg

**June 1968**

Barbers Local No. 30, Springfield  
Longshoremen Local No. 926, Boston  
Hotel & Restaurant Employees and Bartenders Local No. 774, Framingham  
Sugar Worker's Local No. 1660, Charlestown  
United Municipal Employees Local No. 495 (BSEIU), Worcester  
Bartenders Local 100, New Bedford  
Stage Employees No. 232, Northampton (Reaff.)  
TWA No. 507, E. Boston (Reaff.)

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**DELINQUENT LOCALS SUSPENDED JUNE 30, 1968**

Building Service Employees	385	Boston
AFSC & ME	503	Bridgewater
Teachers	1457	Everett
AFSC & ME	806	Holden
Insurance Workers	69	Holyoke
Painters	44	Lawrence
Engineers	471	New Bedford
Bartenders	125	North Adams
AFSC & ME	165	Northampton
Bartenders	113	Northampton
Stage Employees	232	Northampton
Fire Fighters	1240	Somerville
UBW	8	Boston
IUE	251	Cambridge
OCAW	8-323	Everett
RWDSU	444	Boston
RWDSU	513	Boston
USA	2237	Chelsea
USA	2825	Everett
USA	3623	Wrentham
USA	4322	Milford

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## REPORT OF COMMITTEE ON COMMUNITY SERVICES

*Members:* HELEN T. O'DONNELL, *Chairman*; BERRY ARONSON, EMIL BELLOTTI, FRANK BRODERICK, HELEN CHATTERTON, ARTHUR DIPETRO, FRANCIS FINEGAN, MARTIN JOYCE, WILLIAM KELLEY, KENNETH MANGAN, JAMES MONACO, CONSUELO MORGAN, JOHN MULLEN, JOHN O'CONNOR, FRANK PRIOLI, SAMUEL WALKER, LEO WALLACE, JOSEPH D. McLAUGHLIN, *Secretary*.

We would like to preface this report by stating that in the past several years many events and developments have re-emphasized the great need for community services activities. Organized labor cannot disassociate itself from these activities—and recently initiated programs of the AFL-CIO Community Service Activities Department would indicate a determination not only to stay with it but to get deeper into it.

For example, the announcement in June that 'round the clock neighborhood service referral centers will be established in five test cities by the International Association of Fire Fighters, an AFL-CIO affiliate, and the AFL-CIO Community Services Activities Department to guide people in need to agencies that can help them may well presage a more comprehensive program. The five cities designated to make the test were Dayton, O.; New Orleans, La.; Birmingham, Ala.; Des Moines, Ia.; and Bridgeport, Conn.

"Our members," said William D. Buck, president of the IAFF, "have long been involved in community services. In working with the AFL-CIO CSA on this project, we hope to provide a long-needed service that we are uniquely equipped to give."

Commenting on the program, AFL-CIO CSA Director Leo Perlis said: "Fire fighters know their community. They are dedicated to protecting and enhancing their cities. They are well trained to know their neighborhoods. And they are available 24 hours a day, every day of every year, to give assistance."

In a joint statement the two leaders said that CSA representatives and agency personnel would train fire fighters to be effective referral agents, "a bridge between the person with a problem and the agency with a solution."

"We have found," they added, "that many citizens in our communities simply do not know where to run for help. Even though there are many health and welfare agencies, they and their functions are not clear to most people in the community."

Here in Massachusetts and in many other states union counselors have been trained and will continue to be trained for that purpose, such as the seventy-six who received graduation certificates on April 16 after attending ten weeks of classes sponsored by the Massachusetts State Labor Council in cooperation with the Massachusetts Bay United Fund—and hundreds of others who graduated in Quincy, Lynn, Worcester, New Bedford and other cities where labor representatives serve on Community Chests.

However, this new program involving fire fighters appears to have a special potential. The mayors and fire chiefs in the cities where the program is being tested have agreed to cooperate in the venture. The International Association of Fire Fighters has 130,000 members throughout the United States, Canada and Puerto Rico.

This Committee held its first meeting this year on January 17. Other meetings were held on February 4, March 27 and June 18. It was at the January meeting that the subject of having labor representatives appointed on Public Welfare Boards and other Boards to be set up under the law that shifted the administration of all public welfare to the State. At the January 18 meeting of the State Labor Council the Chairman and Secretary of this Committee recommended that a sub-committee be named to sit down with the Governor to discuss the matter.

At the May meeting of the State Labor Council, President Camelio requested that names be submitted for people to serve on District Welfare Boards and suggested that full-time representatives on Community Chests and members of this Committee be given preference in their respective areas. At the next meeting of the State Labor Council in June, your Committee was praised for its success in having labor represented on Mental Health Boards and Public Welfare Boards.

It was also at the January meeting that plans began to take shape for the all-day conference held on February 29 by the Massachusetts State Labor Council in cooperation with the Labor Relations and Research Center of the University of Massachusetts for a thorough airing of the serious problems created by soaring hospital and medical costs, the poor administration of the State's Medicaid program, and the failure of the Legislature to come up with a workable automobile insurance plan.

The all-day conference was a huge success in terms of attendance and proceedings. The speakers, experts in the respective subjects under discussion did remarkably well in their presentations and in the question-and-answer periods despite the limited time allotted each one at the rostrum. A full report of the conference was made at the March meeting of the State Labor Council.

One of the highlights of the Conference was the adoption of a resolution calling for a legislative investigation of hospital and medical costs with public hearings held throughout the Commonwealth. As for automobile insurance, the need for reform was made clearly apparent by statistics released by the Massachusetts Consumer Association, which show that 55 percent of every dollar paid in auto insurance premiums is absorbed by the insurance companies for profit and expense, whereas 83 percent of group health and accident premiums go back to the consumer. Blue Cross subscribers get back 93 percent and Social Security beneficiaries receive 97 percent of every dollar paid in.

As you know, the Chairman of this Committee serves on the Massachusetts Consumers Council, which was first set up by former Attorney General Edward J. McCormack. Your Committee has been able to delve into legislation affecting consumers and has made recommendations for action by the Council. It was of more than passing interest for the members of this Committee to hear that Congress finally enacted a Truth-in-Lending law. As expressed by Evelyn Dubrow, who is chairman of the AFL-CIO legislative subcommittee on consumer legislation: "For the first time, American consumers will be able to shop for dollar values in credit just as they do for other items, thanks to the new federal Truth-in-Lending Law." While the new law may not itself reduce the costs of credit, she added, it will at least give consumers a chance to compare and find the best values.

While it is true that the work of this Committee has many times been the goad for organized labor's involvement in some social and welfare programs, it is also true that labor's involvement cannot be circumvented. Many of the social and welfare problems which have always been with us appear to have multiplied in recent years.

Speaking before the Sidney Hillman Foundation in March of this year, President George Meany declared that the responsibility for changing the grim conditions of the nation's ghettos "belongs to all of the American people." He expressed the feeling "that the trade union movement has a contribution to make in this area."

Pointing out that there are people who are often given to despair, he said he did not feel there is any reason for despair. "I think the American people have the capacity to meet their obligations as one of the leading nations of the free world," he said. "I think we have the resources and the will to solve the problems on the home front."

With the continued cooperation of the officers of the State Labor Council and of all members, this Committee will continue to explore all avenues leading to feasible solutions. If we have the will, then let us join together in a serious search for unused resources which may have to be utilized to resolve many outstanding problems.

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## REPORT OF COMMITTEE ON TAXATION

*Members:* JOSEPH A. SULLIVAN, *Chairman*; FRANCIS QUINN, VELIA DECESARE, PHILIP SALEM, GEORGE CARIGNAN, RICHARD B. O'KEEFE, JESSIE DRUCKER, LOUIS GOVONI, HOWARD DOYLE, JOHN BARRON, GUY CAMPOBASSO, ROBERT FLYNN; CHARLES WARREN, *Secretary*.

As stated in past reports, organized labor does not advocate the abolition of taxes but merely insists that taxes should be imposed on the basis of ability to pay. The need for strict application of this principle becomes more apparent every day as the necessity for more and higher taxes becomes more evident.

Few individuals take the trouble to calculate exactly what proportion of their income is paid out on taxes. W-2 forms each year tell wage earners how much has been deducted from their wages for federal and state income taxes and homeowners get a clearly stated property tax bill once a year—but excise or sales taxes are not so clearly defined.

Nor is it easy to determine exactly what proportion of all tax monies is wasted at federal, state or municipal levels. There is no doubt that in the handling and allocation of such vast sums of money as current tax revenues some waste is inevitable—but there is also no doubt that much waste could be eliminated.

As the legitimate need for more taxes mounts, however, we will have to work harder for a more equitable distribution of the tax burden. The imposition of taxes on the pocketbook of the working man is fast reaching the saturation point.



The national AFL-CIO agreed with President Johnson that there was a definite need for a temporary war tax—not only because of the demands of the Vietnam war but to lessen the danger of tight money and high interest rates “which could bring about a depression in the home-building and related industries.” The AFL-CIO, however, insisted that equality of sacrifice should be based on ability to sacrifice and that a tax increase, to be fair and equitable, should be fully based on ability to pay. Three major changes in the Administration bill were proposed: (1) a surtax rate on corporations at least twice as great as on individuals, (2) a lump-sum deduction for individual and family taxpayers in calculating their surtax, aimed at strengthening the principle of ability to pay, and (3) a plan for applying the war tax rate to income not now subject to regular income tax because of loopholes. The bill finally enacted did not embody these proposals.

The tax problems here in Massachusetts are undoubtedly no different from those in most states in the nation. In Kentucky, labor points out that their state sales tax is the highest in the nation—the rate is 5% without exemptions on food, medicine or clothing. In Ohio, labor points out that of that state's twelve major sources of revenue only three—inheritance and estate taxes, taxes on intangible personal property, and the corporation franchise taxes—are progressive, or based on ability to pay. On the basis of a study released in 1962, a person in Ohio with \$1,800 income pays \$18 in state and local taxes for every \$100 earned while a person with an annual income of \$18,000 pays only \$6 in taxes per \$100 of income. Similar complaints on the unfairness of their respective tax systems or the outright injustices inherent in them are being voiced in practically every state.

As in most states, there is here in Massachusetts a crying need for major tax reforms. We have been pointing this out for many years and also to the fact that the State Constitution must be revised to enable the Legislature to make any significant reform in our tax structure. As in the election of 1962, the voters of Massachusetts will have an opportunity this year to make the necessary change in the State Constitution to enable the General Court to improve our tax structure. The right vote on the Referendum calling for revision of the State Constitution, which will appear on the ballot in November, would authorize the Massachusetts General Court to enact a graduated income tax.

At a meeting of this Committee on April 10, the question of the graduated income tax was taken up. A letter dated April 15 was sent to Senate President Maurice A. Donahue and to House Speaker Robert H. Quinn, asking for a meeting with them and the chairmen of both the Senate and House Ways and Means and Taxation Committees, Sen. James F. Burke and Rep. Anthony M. Sibelli and Sen. George D. Kenneally and Rep. James O'Brien. It was stated in the letter that the officers of the Council and members of this Committee wanted to discuss “future possibilities in the event the voters of Massachusetts react favorably to the Graduated Income Tax Referendum.”

“Would the authority to enact a graduated income tax,” we asked, “inspire the Legislature to revise our entire tax structure to fit it into the principle of ‘based on ability to pay’ or just lead to more taxes?”

The position of the Massachusetts State Labor Council has not changed and will not change on the graduated income tax concept and we urge the voters of Massachusetts to unbind the hands of the members of the General Court on



this question. Beyond this, we can only wait until the people themselves have expressed their will. Our own members are fully informed on this subject and we hope that by this time all taxpayers in this Commonwealth are more aware of the urgent need for tax reform than they were in 1962.

In closing we want to thank all who have given this Committee their cooperation throughout the year.

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## REPORT OF COMMITTEE ON SOCIAL SECURITY

*Members:* DANIEL F. DOWNEY, *Chairman*; GEORGE FITZPATRICK, JAMES MULLONEY, CHARLES F. REILLY, JOHN SULLIVAN, JOSEPH SULLIVAN, JOHN SZELIGA, THOMAS FINNEGAN, JOSEPH MCCARTHY, JOSEPH SWEENEY, JAMES A. BROYER, JOHN COTTER, HARVEY BRIGHTMAN, *Secretary*.

Upon going over the problems confronting the retired people of the Commonwealth, the great majority of whom constitute former members and their families, and the great lag that lies between their meager social security benefits and the ever rising cost of living, bearing so heavily on those who are the least able to bear this intolerable burden, your Committee unanimously recommends the following measures to help reduce the anxieties of this large segment of our citizenry and help improve the quality of their living in their declining years:

Your Committee asks the Executive Officers and the Executive Council to:

(a) Request the Massachusetts Congressional delegation to strongly support the following bills presently before the Congress:

1. H. R. 15,857 to raise the ceilings on permitted earnings,
2. H. R. 15,787 to allow persons over sixty-five to deduct medical payments from taxable income,
3. A law providing tax exemptions for the first \$4000.00 under retirement benefits from retirement or annuity plans.
4. Have legislation filed with the 1969 Congress calling for the elimination of all deductions from those aged sixty-five, and
5. Send out letters to all State Labor Council affiliates alerting them to the potential loss to members and the families of disabled who fail to file for such benefits or fail to file at the time of the disablement under the Disability Amendments of 1967 of the Social Security Act.

This latter item was the subject of discussion at the June 26 Seminar on Problems of Filing for Disability Insurance and it was estimated that thousands of eligible disabled do not file at all or file as much as eighteen months after the disability first occurs. Those are the potential beneficiaries we are hoping to reach.

## Unemployment Compensation Benefits

Your Committee unanimously recommends that the following legislation be filed with the 1969 Legislative Session of the Massachusetts General Court:

1. File bill to establish a variable maximum benefit formula based on the

average industrial weekly wage. (Note: Adopted by 1967 State Convention to be filed in 1969.)

2. File bill to eliminate Experience Rating. (Note: Recommended to all State Affiliates by the Social Security Department of the AFL-CIO and adopted as resolution by the 1967 AFL-CIO Convention.)

3. File bill to establish Flat Rate payment to replace Experience Rating, so-called.


4. Have Executive Officers request the Director of the Massachusetts Employment Security Division to conduct a one-day seminar for the purpose of clarification of the Law as to the manner in which it affects the interests of workers denied benefits for various reasons.

5. Have Executive Officers request that the Director of the Employment Security Division conduct a study as to the effect upon benefits based on Flat Rate or modified experience rating, and also based on Variable Maximum.

6. It was unanimously voted to have the Executive Officers of the State Labor Council and the Committee on Social Security send a letter to Director J. William Belanger of the Employment Security Division for his cooperation in providing the Committee on Social Security with instructive material during its current year.

For specific improvements in the field of Unemployment Compensation made during the 1967-68 sessions of the General Court, we refer you to the Report of the Legislative Director, James A. Broyer.

The Committee wishes to thank all who have been of assistance to it, including President Camelio, Secretary-Treasurer Loughlin and Legislative Director James A. Broyer as well as the office staff.



**MASSACHUSETTS STATE LABOR  
COUNCIL, AFL-CIO**

**REPORT ON AUDIT**

**June 30, 1968**

**FLAHERTY, BLISS AND COMPANY**

**CERTIFIED PUBLIC ACCOUNTANTS**

**40 COURT STREET**

**BOSTON**

July 29, 1968

Massachusetts State Labor Council, AFL-CIO

6 Beacon Street

Boston, Massachusetts

Gentlemen:

In accordance with instructions we have made an examination of the books and records of Massachusetts State Labor Council, AFL-CIO, for the year ended June 30, 1968. We have prepared and attach hereto the following financial statements:

*Exhibit 1* Balance Sheet—June 30, 1968

*Exhibit 2* Statement of Income and Expense and Analysis of Net Worth—  
For the Fiscal Year Ended June 30, 1968

*Schedule 1* Statement of Membership—For the Fiscal Year Ended June 30, 1968

*Schedule 2* Analysis of 1967 Convention Expense

## COMMENTS

<i>Cash—General Fund</i> .....	\$18,272.48
<i>Cash—Restricted</i> .....	<u>\$42,316.89</u>

The cash consisted of the following:

*General Fund Cash*

First National Bank of Boston—Checking Accounts:

General Fund .....	\$17,155.62
Year Book Fund .....	1,091.86

Total Checking Accounts .....	18,247.48
Petty Cash Fund .....	25.00

*Total General Fund Cash* ..... \$18,272.48

*Restricted Cash*

First National Bank of Boston—Checking Accounts:

Benefit Plan .....	\$ 59.72
COPE .....	40,243.58
Kennedy Scholarship Memorial Fund .....	2,013.59

*Total Restricted Cash* ..... \$42,316.89

We received from The First National Bank of Boston a statement of cash balance at June 30, 1968, and we have reconciled that statement of balances with the books.

The balance of the COPE account (\$40,243.58) is restricted and may be used only for political, educational and administrative expenses, within the provisions of state and federal laws.

At June 30, 1968 there has been included in Dues Receivable from Affiliates an amount for COPE of \$1,492.80 and when the Dues Receivable of June 30, 1968, (\$11,479.23) has been collected the amount included for COPE of \$1,492.80 will be transferred to this COPE restricted cash account.



The changes during the year under review, in the Kennedy Scholarship Memorial Fund, are summarized as follows:

Balance July 1, 1967 .....		\$ 1,501.95
Add: Donations Received During the Year .....		810.00
		<u>2,311.95</u>
Deductions: Expenses .....	\$ 298.36	
Scholarship Award .....	1,000.00	1,298.36
		<u>1,298.36</u>
Balance June 30, 1968 .....		<u>\$ 1,013.59</u>

The above balance is available for subsequent scholarships and expenses and consists of:

Cash in Bank as above .....	\$ 2,013.59
Less: Scholarship Award (Included in Accounts Payable) .....	1,000.00
	<u>\$ 1,013.59</u>
Balance in Fund as above .....	<u>\$ 1,013.59</u>
Dues Receivable from Affiliates .....	<u>\$11,479.23</u>

Our examination of the records showed the above amount represents the total of the open balances at June 30, 1968.

At June 30, 1968 certain affiliated local unions had not paid their current per capita dues and these unpaid items amounted to \$11,479.23. None of the balances has been verified by correspondence.

U. S. Government Securities (At cost) .....	<u>\$ 8,500.00</u>
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The securities belonging to the General Fund (they are registered in the name of Massachusetts Federation of Labor, Workmen's Compensation Fund) consist of the following:

2½% Treasury Bonds issued February 1, 1944 and are due in 1965-1970 (Par Value and cost \$8,500.00).

We received from The First National Bank of Boston a certification that there has been no access to the safe deposit box, in which the above securities are kept, since our last examination of the securities on August 18, 1965.

Accounts Payable .....	<u>\$ 5,259.00</u>
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Unpaid liabilities applicable to the year ended June 30, 1968 consist of the following:

Scholarship Awards to be made at 1968 Convention ....	\$ 1,200.00
Scholarship Award—For Kennedy Scholarship Memorial Fund .....	1,000.00
E. L. Grimes Printing Company—For Printing Expenses related to the 1967 Convention .....	3,059.00
	<u>3,059.00</u>
Total .....	<u>\$ 5,259.00</u>

The above items are current and we have been informed that all known liabilities of consequence have been entered on the books at June 30, 1968.

Payroll Taxes and Payroll Deductions Payable .....	<u>\$ 1,900.37</u>
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At June 30, 1968, there was accrued and unpaid the following items:

Union Dues .....	\$ 16.00	
Employees Federal Income Tax Withheld .....	891.34	
Employees Massachusetts Income Tax Withheld .....	161.66	
FICA Taxes (Employer and Employees) .....	519.58	
Massachusetts Unemployment Tax .....	207.94	
Federal Unemployment Tax .....	103.85	
<i>Total</i> .....	<u>\$1,900.37</u>	
<i>Dues from Affiliates Received in Advance</i> .....		<u>\$ 1,029.60</u>

Certain affiliated unions had paid in advance their per capita dues of \$1,029.60 and these dues are applicable to the period starting July 1, 1968 and we have deferred this amount of dues to the next accounting period.

<i>1968 Year Book Advertising Received in Advance (net)</i>	<u>\$ 2,802.00</u>
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During the year under review there was received and paid for the 1968 Year Book the following:

Receipts for Advertising .....	\$ 4,670.00
Less: Commissions incurred in securing advertising ....	1,868.00
<i>Net Receipts</i> .....	<u>\$ 2,802.00</u>

The 1968 Year Book will not be published until October 1968, and so the above income and expense have been deferred to the next accounting period.

#### GENERAL COMMENTS

In general, we have examined accounting records and other supporting evidence submitted for our inspection, by methods and to the extent we deemed appropriate. While a review of the accounting procedures and system has been made, we did not make a detailed audit of the transactions.

In our opinion, the accompanying Balance Sheet at June 30, 1968, and the Statement of Income and Expense and Analysis of Net Worth for the Fiscal Year ended June 30, 1968, and related schedules fairly present the financial position of Massachusetts State Labor Council, AFL-CIO at June 30, 1968 and the results of its operation for the year then ended, in accordance with accepted principles of accounting applied on a basis consistent with that of the preceding year.

Respectfully submitted,

FLAHERTY, BLISS AND COMPANY

## EXHIBIT I

## MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

## BALANCE SHEET

JUNE 30, 1968

*ASSETS*

Cash—General Fund .....	\$18,272.48	
Cash—Restricted .....	42,316.89	\$60,589.37
Dues Receivable from Affiliates .....		11,479.23
U. S. Government Securities (At cost) .....		8,500.00
Deposit (American Airlines Travel Credit) .....		425.00
Deferred Charge—1968 Convention Expense .....		185.00
<i>TOTAL ASSETS</i> .....		<u>\$81,178.60</u>

*LIABILITIES—RESTRICTED FUND—DEFERRED CREDITS—NET WORTH*

## Liabilities:

Accounts Payable .....	\$ 5,259.00
Payroll Taxes and Payroll Deductions Payable .....	1,900.37
Total Liabilities .....	7,159.37

Restricted Fund (Kennedy Memorial  
Scholarship Fund) .....

1,013.59

## Deferred Credits:

Dues from Affiliates—

Received in Advance ..... 1,029.60

1968 Year Book Advertising

Received in Advance ..... \$ 4,670.00

Less: Commissions Paid on above

Advertising ..... 1,868.00      2,802.00

Total Deferred Credits ..... 3,831.60

## Net Worth—Divided as Follows:

General Fund .....	28,870.74	
COPE .....	40,303.30	69,174.04

*TOTAL LIABILITIES—RESTRICTED FUND—DEFERRED**CREDITS—NET WORTH* ..... \$81,178.60

*Note:* The above statement is part of report dated July 29, 1968 and is subject to the comments contained therein.

## EXHIBIT 2

## MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

STATEMENT OF INCOME AN EXPENSE AND ANALYSIS OF NET WORTH  
FOR THE FISCAL YEAR ENDED JUNE 30, 1968

<i>Income</i>	<i>COPE Funds</i>	<i>General Funds</i>	<i>Total</i>
Per Capita Dues from Affiliated Locals .....	\$ 30,042.54	\$182,835.09	\$212,877.63
Receipts from 1967 Year Book			
Advertising .....	\$10,730.00		
Less: Expenses and Commissions .....	5,680.96	5,049.04	5,049.04
Donations used for Kennedy			
Memorial Scholarship .....	1,298.36		
Less: Award .....	\$1,000.00		
Expenses .....	298.36		1,298.36
Interest from Bonds .....		212.50	212.50
Miscellaneous Income .....		32.15	32.15
COPE Receipts:			
Gompers Banquet .....	9,300.00		
Less: Expenses .....	5,885.17	3,414.83	3,414.83
Contributions .....	3,442.22		3,442.22
<i>Total Income</i> .....	<u>\$ 36,899.59</u>	<u>\$188,128.78</u>	<u>\$225,028.37</u>
<i>Expenses</i>			
Salaries:			
Secretary-Treasurer .....		\$ 13,000.00	\$ 13,000.00
Legislative Director .....		11,278.85	11,278.85
Education Director .....		10,500.00	10,500.00
COPE Director .....		10,500.00	10,500.00
Public Relations Director .....		9,500.00	9,500.00
Clerical .....		24,703.13	24,703.13
Travel and Expenses:			
Legislative Department (Including Consul-			
tants Fee of \$2,400.00) .....		8,652.53	8,652.53
Education Department .....		1,248.80	1,248.80
COPE Department .....	586.76	463.61	1,050.37
Public Relations Department .....		556.47	556.47
President .....		1,340.70	1,340.70
Secretary-Treasurer .....		2,030.61	2,030.61
Legal Advisor .....		4,587.00	4,587.00
Rent and Light .....		9,750.44	9,750.44
Auditing .....		1,340.00	1,340.00
Office Expenses .....		1,226.23	1,226.23
Cost of Life Insurance and Retirement			
Program for Employees .....		6,356.35	6,356.35
1967 Convention Expenses (See Schedule 2) .....		14,925.46	14,925.46
Tickets .....		4,294.00	4,294.00
Executive Council Meetings and Expenses .....		5,329.21	5,329.21
<i>Totals Forwarded</i> .....	<u>\$ 586.76</u>	<u>\$141,583.39</u>	<u>\$142,170.15</u>



## EXHIBIT 2 (continued)

	<i>COPE Funds</i>	<i>General Funds</i>	<i>Total</i>
Totals Brought Forward .....	\$ 586.76	\$141,583.39	\$142,170.15
Insurance .....		319.67	319.67
Essay Contest Expense and Scholarships .....		5,336.24	5,336.24
Messenger Service .....		248.80	248.80
Printing Expense of Newsletter .....		843.42	843.42
Physically Handicapped Scholarship Program ....		400.00	400.00
Watt Fellowship Program .....		3,300.18	3,300.18
Payroll Taxes .....		3,203.40	3,203.40
Telephone and Telegraph .....		3,605.40	3,605.40
Bad Debts—Per Capita Tax owed by Suspended Locals .....		1,598.75	1,598.75
Dues to Affiliated Organizations .....		475.70	475.70
Donations and Subscriptions .....		1,134.50	1,134.50
Office Supplies .....		3,931.93	3,931.93
Postage .....		5,117.78	5,117.78
Blue Cross—Blue Shield Expense .....		2,269.70	2,269.70
Expense of Community Service .....		1,108.70	1,108.70
Labor Day Expense .....		396.00	396.00
Newsclip Service .....		189.89	189.89
Labor Conferences—Net Expenses after Registration Fees of \$847.75 .....		1,996.66	1,996.66
Workmen's Compensation Printing Expense Net after sale of booklets of \$1,055.05 .....		717.23	717.23
Strike Donation .....		500.00	500.00
1967 National AFL-CIO Convention Expense of Delegates .....		2,600.00	2,600.00
Miscellaneous .....		957.31	957.31
Public Stenographer Expense .....		315.00	315.00
COPE Expenses .....	8,790.13		8,790.13
<i>Total Expenses</i> .....	<u>9,376.89</u>	<u>182,149.65</u>	<u>191,526.54</u>
<i>Operating Net Income for the Fiscal Year</i> <i>Ended June 30, 1968</i> .....	27,522.70	5,979.13	33,501.83
<i>Deduct: Cost of Moving</i> .....	\$ 906.84		
Net Cost of New Office Equipment .....	7,210.22	8,117.06	8,117.06
<i>Total Net Income or (Loss) for the Fiscal Year</i> <i>Ended June 30, 1968</i> .....	<u>\$ 27,522.70</u>	<u>(\$2,137.93)</u>	25,384.77
Net Worth—June 30, 1967 .....			<u>43,789.27</u>
Net Worth—June 30, 1968 .....			<u>\$ 69,174.04</u>

*Note:* The above statement is part of a report dated July 29, 1968 and is subject to the comments contained therein.

## SCHEDULE 1

## MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

## STATEMENT OF MEMBERSHIP

FOR THE FISCAL YEAR ENDED JUNE 30, 1968

Affiliated Organizations—July 1, 1967 .....	898
Add: Affiliated Organizations Accepted during the year .....	66
<i>Total</i> .....	<u>964</u>
Deduct: Affiliated Organizations Lost During the Year (by mergers, withdrawals, suspensions and adjustments) .....	57
<i>Affiliated Organizations—June 30, 1968</i> .....	<u>907</u>
<i>Note:</i> The above statement is part of a report dated July 29, 1968 and is subject to the comments contained therein.	

## SCHEDULE 2

## MASSACHUSETTS STATE LABOR COUNCIL, AFL-CIO

## ANALYSIS OF 1967 CONVENTION EXPENSE

## BOSTON, MASSACHUSETTS

Printing of Proceedings, Reports, Resolutions, Credentials, etc. ....	\$ 7,262.28
Hotel, Hall Rental, Rooms, Meals, Gratuities, etc. .... (1)	1,370.84
Convention Badges .....	1,043.16
Stenotyping and Typewriting .....	545.95
Entertainment .....	805.00
Convention Photos .....	350.00
Miscellaneous .....	3,548.23
<i>Total</i> .....	<u><u>\$14,925.46</u></u>

Notes: (1) This amount reduced by Registration Fees (which fee includes dinner charge) in the amount of \$8,151.00.

(2) The above statement is part of a report dated July 29, 1968, and is subject to the comments contained therein.



















